

AUS LSA AUSTRALIAN LEGAL SECTOR ALLIANCE

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LEGAL SECTOR SUSTAINABILITY UPDATE

MEMBER REPORT 2026

AUS LSA AUSTRALIAN LEGAL SECTOR ALLIANCE

Welcome to the 2026 AusLSA Member Report

For more than a decade, AusLSA's reporting framework has tracked the sustainability performance of Australia's legal sector. This year's report focuses on one of the most significant changes to sustainability reporting in Australia in that time: the introduction of mandatory climate reporting under the Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures (AASB S2). It examines what the standard means for law firms as reporting entities, as advisers to clients, and as suppliers within their clients' value chains.

The need for measurable targets and transparent reporting has also grown more pressing. The United Nations Environment Programme's 2026 Emissions Gap Report found that limiting global warming to 1.5°C with little or no overshoot is no longer achievable, with the world on track for around 2.8°C of warming under current policies.

To align with these developments, AusLSA added new questions to its reporting framework within the four AASB S2 pillars: governance, strategy, risk management, and metrics and targets.

All 44 member firms reported this year, and the results provide a first baseline for tracking how the sector responds to mandatory climate reporting:

- **16% of firms are mandatory AASB S2 reporters**, and a further **27% report climate information voluntarily**.
- **23% have documented board oversight of climate-related risks**, and **23% have completed a full assessment of climate-related risks and opportunities**.
- **12 firms have a near-term science-based emissions reduction target**, up from 8 in 2025, and 8 have a science-based net-zero target, up from 6.
- **12 firms reported Scope 3 emissions from Purchased Goods and Services**, supported by AusLSA's new licence for the IELab Scope 3 emissions dataset from FootprintLab. For these firms, the category made up 75% of their gross emissions.

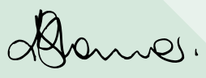
Reporting firms can also now track their performance year on year and benchmark against the sector through new online dashboards in AusLSA's sustainability reporting and analysis tool, in addition to the summary member profiles in this report.

We thank this year's feature article contributors for sharing their insight and perspectives on mandatory climate reporting requirements in Australia and what these mean for the legal sector. Contributions were provided by Cat Longshaw from Trace, Claire LaBouchardiere from ASIC, and Professor Terence Jeyaretnam AM from Monash Business School.

We also thank our Executive Members for their ongoing leadership and support, and all reporting firms for their continued commitment to voluntary sustainability reporting and transparency. Their participation makes the insights in this report possible and allows progress across the legal sector to be tracked over time.



Brendan Bateman
Co-Chair, AusLSA
Partner, Clayton Utz



Kelvin O'Connor
Co-Chair, AusLSA



Paul Fencaros
General Manager & Secretary, AusLSA

2026 AusLSA Board of Directors



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Co-Chair, AusLSA
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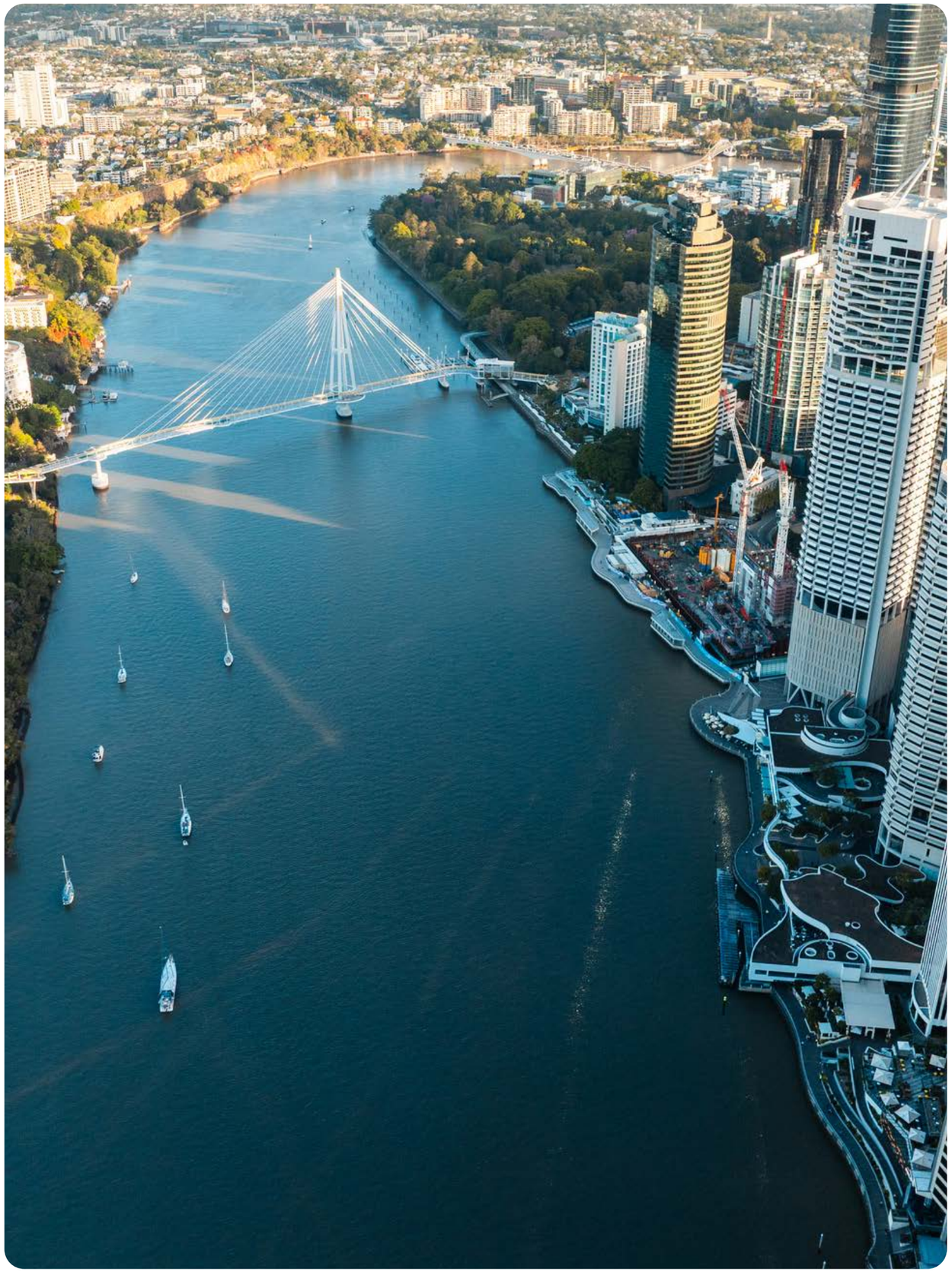


Joshua Martin
Foresight Consulting Group, Specialist Board Member



Paul Fencaros
General Manager & Secretary, AusLSA

In the spirit of reconciliation, the Australian Legal Sector Alliance acknowledges the Traditional Custodians of the land on which we operate and recognise the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We pay our respects to their Elders past and present.



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About the Australian Legal Sector Alliance

AUSTRALIAN LEGAL SECTOR ALLIANCE

The Australian Legal Sector Alliance (AusLSA) is a not-for-profit network of Australian law firms, partners and stakeholders working together to advance sustainability across the legal sector.

Founded and funded by its members, AusLSA provides tools, resources, and a collaborative framework to help firms plan, implement, and track their sustainability initiatives.

Vision

For the Australian legal sector to be recognised globally as a leader in social and environmental sustainability, creating lasting societal value.

Mission

To work collaboratively to inspire and embed sustainable practices across people & workplace, community, environment, and governance.

The AusLSA Principles

Recognising value

Building a shared understanding of the benefits of sustainability across our businesses.

Collaborating

Strengthening the capacity of peers, suppliers and stakeholders.

Leading debate

Promoting best practice within the legal sector and beyond.

Taking action

Measuring, managing and continuously improving sustainability outcomes.

Being accountable

Reporting progress openly and transparently.

Focus and Direction

The focus for 2026 has been mandatory climate reporting under AASB S2 and what it means for law firms, both as reporting entities and as legal advisers to entities that must report. As more organisations prepare climate disclosures, law firms can expect more climate-related questions from clients, including as suppliers within their clients' value chains.

AASB S2 climate reporting is the theme of this year's report.

In 2026, AusLSA's sustainability reporting framework was updated with new questions structured around the four AASB S2 pillars: governance, strategy, risk management, and metrics and targets. These questions capture each firm's mandatory reporting status, how climate-related risks are overseen and managed, and the scope and validation of emissions reduction targets. They are designed to help member firms prepare for climate reporting and for the types of questions clients are likely to ask in coming years.

During the year, AusLSA delivered:

- three educational webinars with Cool Planet on ESG for law firms: *Practical ESG for Sustainable ROI*, *Supply Chain and Scope 3*, and *Navigating Climate Reporting and ESG Disclosure*
- two webinars with Reconciliation Australia on developing and implementing a meaningful Reconciliation Action Plan

AusLSA also launched new online member dashboards within its sustainability reporting tool, enabling firms to track their annual performance, benchmark against the sector, and identify opportunities for improvement.

Over the coming year, AusLSA will continue to expand and strengthen Scope 3 reporting, adding new categories relevant to law firms and improving data quality across existing ones. As expectations for complete and accurate Scope 3 disclosure under AASB S2 mature, this will help firms build the data and processes they need to report with confidence.

As mandatory climate reporting reshapes disclosure expectations across the economy, AusLSA will continue to develop as the legal sector's industry association for sustainability transparency.

AusLSA's Executive Members 2026

AusLSA thanks its six Executive Members for their ongoing leadership, strategic guidance, and financial support.

We also acknowledge Foresight Consulting Group, who provide administrative support and specialist expertise through their appointment to AusLSA's Board of Directors.

CLAYTON UTZ

DLA PIPER

Gilbert +Tobin

LANDER & ROGERS

Maddocks

NORTON ROSE FULBRIGHT

About AusLSA's Sustainability Reporting

Since 2012, AusLSA has coordinated sustainability reporting for the Australian legal sector through a consistent, sector-specific framework. This approach provides firms with comparable, high-quality data that supports benchmarking, accountability, and long-term performance tracking.

Reporting Principles

Materiality

Focusing on issues most relevant to stakeholders.

Completeness

Ensuring comprehensive and accurate reporting boundaries.

Responsiveness

Highlighting sector-wide issues while recognising firm-level approaches.

Purpose & Value

AusLSA reporting enables member firms to:

Benchmark

Compare performance against peers and sector-wide trends.

Demonstrate accountability

Provide transparency to clients, staff, and stakeholders.

Track progress

Measure outcomes across environmental, social, and governance areas.

Leverage insights

Build resilience and deliver broader social and environmental value.

2026 Updates to AusLSA Reporting

In 2026, AusLSA updated its **Sustainability Reporting and Analysis Tool (SRAT)** and reporting framework to align with **AASB S2 and current reporting standards**, while remaining tailored to the legal sector. Key updates included:

- **AASB S2 climate reporting:** New climate questions are structured around the four pillars of AASB S2: governance, strategy, risk management, and metrics and targets. Firms now report their mandatory climate reporting status, how climate-related risks are overseen and managed, and the scope and validation of their emissions reduction targets.
- **Emissions reporting:** AusLSA secured a licence for the IELab Scope 3 emissions dataset through FootprintLab, which now underpins emissions estimates for purchased goods and services. These are typically the largest source of Scope 3 emissions for professional services firms. Emissions reporting also now includes Scope 3 Category 3, which captures upstream emissions from electricity and gas use.
- **Waste:** Firms can now report annual waste tonnages by stream for the first time.
- **People:** New outcome measures cover voluntary turnover, employee engagement, training hours and psychosocial risk assessment.
- **Governance:** New questions ask whether a firm's board or governing body oversees sustainability matters and where management accountability for sustainability sits. External reporting options now include AASB S2 and WGEA reporting.
- **Community:** Firms now report total pro bono hours against the National Pro Bono Target and whether they offer dedicated paid volunteer leave.
- **Initiative lists:** Initiative and activity lists across all sections were updated to reflect current sustainability best practice.
- **Member dashboards:** Online dashboards are now built into the reporting tool. Firms can view their emissions inventory and year-on-year trends, and compare their responses with those of other reporting firms, supporting benchmarking and the identification of opportunities for improvement.

How We Report

After the end of each financial year, member firms report through AusLSA's Sustainability Reporting and Analysis Tool (SRAT), developed with Informed365. Reporting covers Australian operations for the financial year, with emissions measured on an operational control basis under the GHG Protocol. The tool applies the latest National Greenhouse Accounts Factors and the IELab Scope 3 emissions dataset, and member dashboards help firms track their performance and benchmark against the sector.

Reporting and inclusion in the annual report are voluntary, and most member firms take part each year, contributing to a collective view of the sector's sustainability performance.

Acknowledgments

AusLSA's reporting framework has been developed and refined over many years, with the support of organisations that provide expertise across key areas of sustainability. Their guidance has helped ensure that the framework reflects the issues most material to Australian law firms.

We gratefully acknowledge the ongoing contributions of:

- Informed 365 – reporting tool and analytics
- Australian Pro Bono Centre – legal pro bono programs
- Workplace Gender Equality Agency – gender equality and flexible working
- Reconciliation Australia – First Nations reconciliation
- Better Sydney – corporate governance and modern slavery
- Foresight Consulting Group – climate reporting and technical advice
- FootprintLab - IELab Scope 3 emissions dataset

Global Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) provide a universal framework for addressing the world's most pressing environmental, social, and economic challenges. For Australia's legal sector, they offer a practical way to connect purpose with measurable impact — translating the profession's influence into meaningful contributions to global sustainability priorities.

The SDGs are most relevant where law firms can collectively drive change: through their people, workplaces, communities, supply chains, and governance practices. AusLSA's Sustainability Framework aligns directly with the SDGs, enabling members to measure and report their performance in these areas while contributing to broader global progress.

Through this alignment, firms are taking action across AusLSA's four pillars — **People**, **Community**, **Environment**, and **Governance** — to improve wellbeing, inclusion, and access to justice, while reducing environmental impact and promoting ethical business practices. The profession's increasing focus on transparency, equity, and climate responsibility demonstrates how collaboration across the sector can create measurable progress toward shared goals.

By aligning sustainability reporting with the SDGs, AusLSA members can benchmark progress, communicate outcomes more effectively, and demonstrate leadership in sustainable business and governance. This alignment reflects the legal sector's ongoing commitment to sustainability and its capacity to lead by example — contributing to a fairer, more resilient, and sustainable future for Australia and the global community.

AusLSA Reporting Area	Topic	Aligned UN SDG
Environment	Environmental Management	SDG 12 – Responsible Consumption & Production
	Climate Action	SDG 13 – Climate Action
	Electricity	SDG 7 – Affordable & Clean Energy
	Business Travel	SDG 13 – Climate Action
	Waste & Resources	SDG 12 – Responsible Consumption & Production
People	Employee Wellbeing	SDG 3 – Good Health & Wellbeing
	Diversity & Inclusion	SDG 10 – Reduced Inequalities
	Flexible Working	SDG 8 – Decent Work & Economic Growth
	Gender Equality	SDG 5 – Gender Equality
	Staff Development	SDG 4 – Quality Education
Governance	Sustainability Reporting	SDG 12 – Responsible Consumption & Production
	Sustainable Procurement	SDG 12 – Responsible Consumption & Production
	Enterprise Risk Management	SDG 8 – Decent Work & Economic Growth
	Code of Conduct	SDG 16 – Peace, Justice & Strong Institutions
	Sustainability Governance	SDG 16 – Peace, Justice & Strong Institutions
Community	Legal Pro Bono	SDG 16 – Peace, Justice & Strong Institutions
	Community Volunteering	SDG 11 – Sustainable Cities & Communities
	Corporate Giving	SDG 17 – Partnerships for the Goals
	First Nations Reconciliation	SDG 10 – Reduced Inequalities

AusLSA members contribute most directly to goals such as:



By aligning sector-wide reporting with the SDGs, AusLSA members can benchmark progress, communicate impact more clearly with stakeholders, and demonstrate their role in advancing sustainable development in Australia and globally.

2026 SDGs Update: Climate Reporting



Dr Evan B Center
Head of Environment & Climate
UN Global Compact Network Australia

UN GLOBAL COMPACT Network Australia

Climate Reporting and the Sustainable Development Goals

In 2015, all United Nations Member States adopted the 2030 Agenda for Sustainable Development, establishing 17 Sustainable Development Goals (SDGs) as a shared blueprint for achieving economic prosperity, social inclusion and environmental sustainability. The SDGs recognise that challenges such as poverty, inequality, environmental degradation and climate change are interconnected and require coordinated action from governments, businesses, investors and communities.

Among these goals, SDG 13: Climate Action calls for urgent action to combat climate change and its impacts. The goal emphasises the need to integrate climate considerations into policies, strategies and planning, strengthen resilience, improve climate-related knowledge and mobilise finance for the transition to a low-carbon economy.

While governments play a crucial role in driving climate action, achieving SDG 13 depends heavily on the private sector. Businesses influence emissions through their operations, supply chains, products, services and investment decisions. Increasingly, transparent and consistent climate-related reporting is being recognised as a critical enabler of progress, allowing investors, regulators, customers and communities to understand how organisations are managing climate risks and opportunities.

The Role of Climate Reporting

Climate reporting goes beyond measuring greenhouse gas emissions. It requires organisations to assess how climate change may affect their business strategy, governance, risk management and long-term resilience. Effective reporting helps organisations identify risks earlier, allocate capital more effectively and improve decision-making. It also provides stakeholders with comparable information about an organisation's preparedness for a low-carbon future.

Recognising the importance of high-quality disclosure, Australia introduced mandatory climate-related financial reporting requirements from 1 January 2025, with implementation occurring in stages for different groups of entities. The framework is administered by the Australian Securities and Investments Commission (ASIC) and is based on the Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures.

AASB S2 requires organisations to disclose information across four key areas:

- Governance
- Strategy
- Risk management
- Metrics and targets

The standard also requires consideration of climate-related risks and opportunities, transition planning, climate resilience, and greenhouse gas emissions, including Scope 1, 2 and 3 emissions.

Importantly, AASB S2 aligns closely with international disclosure frameworks, including the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB) climate standards. This creates a common language for climate reporting and improves comparability across markets.



Supporting SDG 13: Climate Action

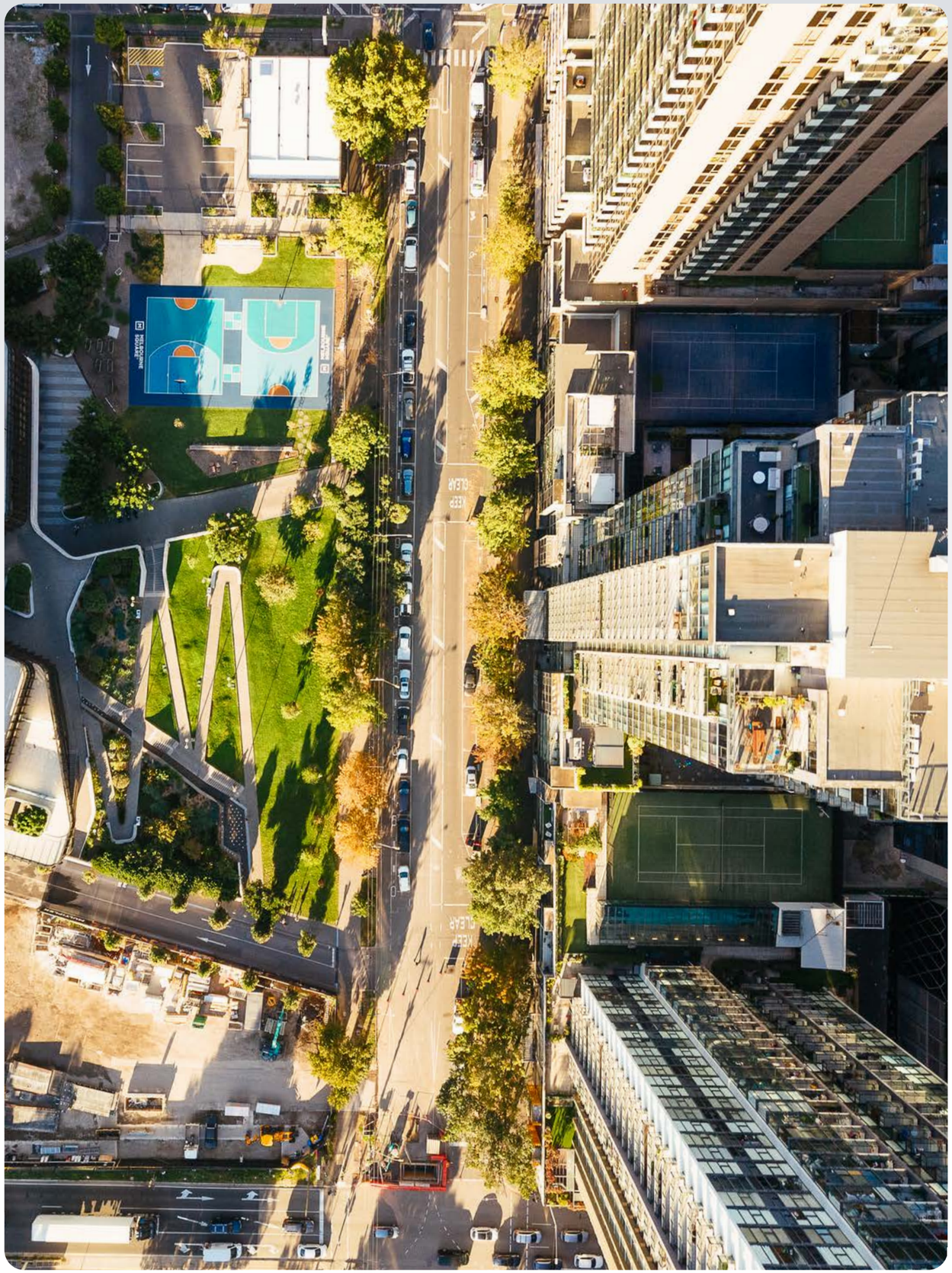
Australia's new climate reporting requirements support SDG 13 in several important ways:

First, climate-related financial disclosure can strengthen the integration of climate change into business planning and decision-making. SDG Target 13.2 calls for climate measures to be integrated into policies, strategies and planning. By requiring organisations to assess climate-related risks and opportunities, conduct scenario analysis and disclose transition planning, the reporting framework helps embed climate considerations into strategic decision-making.

Second, mandatory reporting improves transparency and accountability. Investors, regulators and stakeholders gain clearer visibility of organisational climate performance and preparedness. This creates stronger incentives for organisations to manage emissions, address physical and transition risks, and invest in adaptation measures.

Third, disclosure helps mobilise capital towards climate solutions. One of the key barriers to climate investment has been inconsistent and incomplete information. By providing more reliable climate-related information, climate reporting enables investors and lenders to better evaluate risks and opportunities, supporting investment in clean energy, decarbonisation technologies, resilience measures and low-carbon infrastructure.

Finally, climate reporting helps organisations better understand their emissions profiles and identify opportunities for reduction. This supports broader efforts to reduce greenhouse gas emissions and contributes to national and global climate goals.



Beyond SDG 13: Contributions to Other Goals

Although climate reporting is primarily linked to SDG 13, its benefits extend across a number of Sustainable Development Goals, including the following:

SDG 7: Affordable and Clean Energy

Climate disclosures encourage organisations to evaluate energy consumption, renewable energy opportunities and transition pathways. Increased transparency supports investment in energy efficiency, electrification and renewable energy projects, contributing to a cleaner and more affordable energy system.

SDG 8: Decent Work and Economic Growth

The transition to a net-zero economy is expected to create new industries, jobs and investment opportunities. Climate reporting provides information that supports long-term economic planning and capital allocation, helping organisations identify future growth opportunities while managing transition risks.

SDG 9: Industry, Innovation and Infrastructure

Mandatory climate disclosures encourage organisations to invest in innovation, resilience and sustainable infrastructure. As businesses assess climate risks and opportunities, many identify opportunities to develop new technologies, products and services that support decarbonisation and adaptation.

SDG 11: Sustainable Cities and Communities

Better understanding of climate-related risks supports more resilient infrastructure, buildings and communities. Transparent reporting can drive investment into adaptation measures that help communities prepare for extreme weather events, heat stress, flooding and other climate impacts.

SDG 12: Responsible Consumption and Production

Reporting on emissions and value chain impacts increases visibility of environmental performance throughout supply chains. This can encourage more sustainable procurement practices, improved resource efficiency and more responsible production systems.

SDG 17: Partnerships for the Goals

Consistent climate reporting creates a common framework that enables collaboration between businesses, investors, regulators and other stakeholders. Shared standards improve comparability, support collective action and strengthen partnerships required to achieve the SDGs.

A Catalyst for Collective Progress

The SDGs were designed around the principle that complex global challenges require collective action. Climate change is perhaps the clearest example of this reality. No single government, business or community can solve the climate challenge alone.

As the UNGCNA has learned from the 100+ corporates in its world-leading Sustainability Reporting Community of Practice, mandatory climate-related financial disclosure represents more than a compliance exercise and can drive true business value. By increasing transparency, improving risk management and directing capital towards climate solutions, the new requirements offer a value creation opportunity that contributes to both broader sustainability outcomes and business resilience. They provide a practical mechanism for translating climate ambition into measurable action and create greater accountability for progress.

As organisations strengthen their climate governance, develop transition plans and disclose climate-related performance, they contribute not only to SDG 13, but also to a range of interconnected goals that support a more resilient, inclusive and sustainable future. In this way, climate reporting serves as both a management tool and a catalyst for collective progress.

AASB S2 and the Australian Legal Sector

Australia's mandatory climate reporting regime did not start from scratch. It builds on more than a decade of voluntary frameworks. The Task Force on Climate-related Financial Disclosures (TCFD) introduced the four-pillar structure of governance, strategy, risk management, and metrics and targets. The GHG Protocol set the standard for measuring Scope 1, 2 and 3 emissions. SASB and CDSB brought sector-specific and environmental reporting into investor disclosure.

In 2023, the International Sustainability Standards Board (ISSB) consolidated these frameworks into a single global baseline: IFRS S1 for general sustainability disclosures and IFRS S2 for climate. Australia adopted IFRS S2, with local modifications, as AASB S2 Climate-related Disclosures. Legislation passed in 2024 made it mandatory under the Corporations Act. In-scope entities now prepare a sustainability report alongside their annual financial report, with requirements phased in across three groups of entities from 1 January 2025, starting with the largest. Disclosures include Scope 3 emissions from an entity's second reporting year. They are also subject to external assurance, which increases in scope over time under the AUASB's assurance standards.

AASB S2 does not replace voluntary frameworks. Many organisations continue to report through GRI and CDP, set targets with the Science Based Targets initiative, and participate in the UN Global Compact, alongside their mandatory disclosures.

For law firms, AASB S2 matters in three ways:

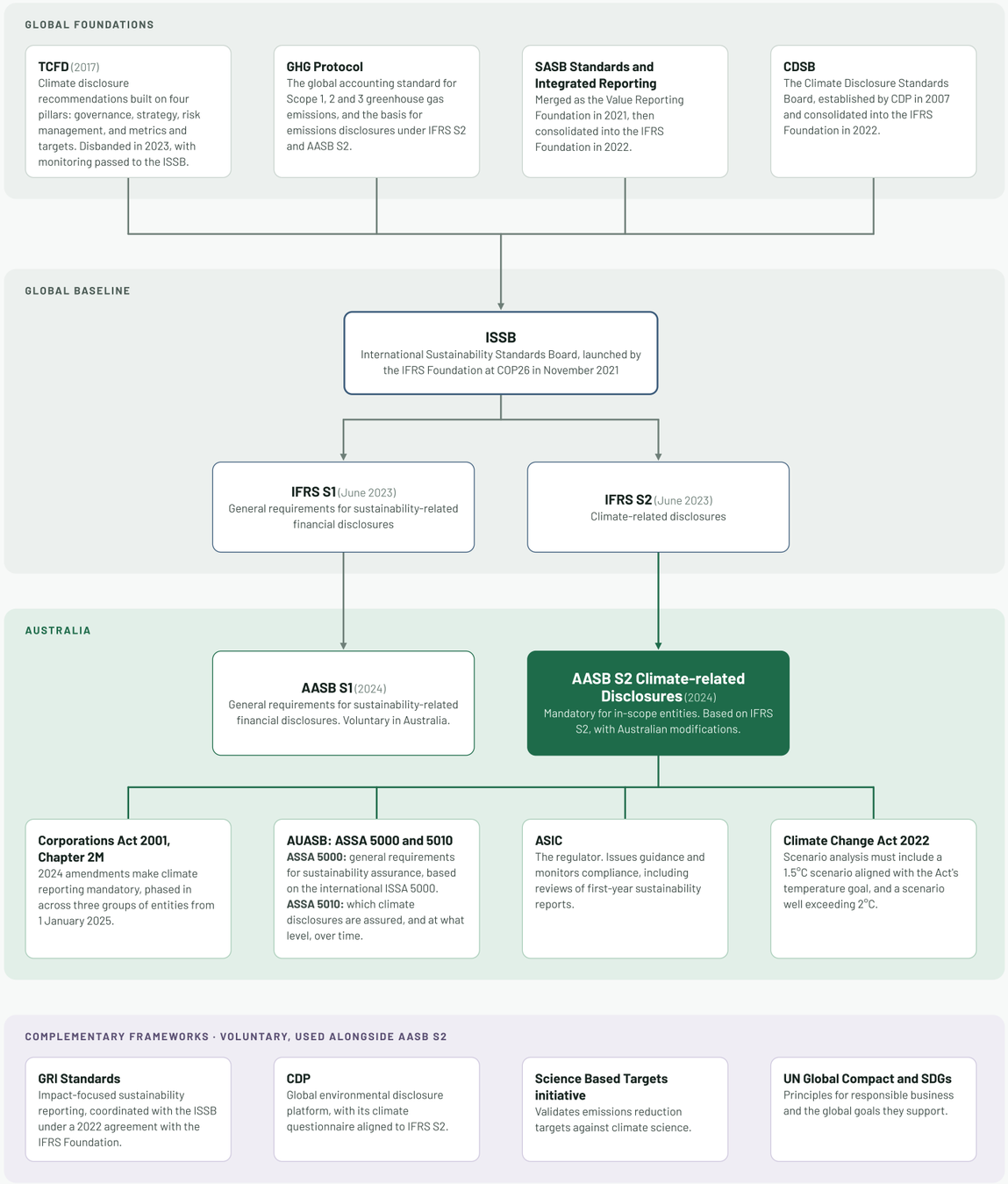
- **As reporting entities:** some firms report because they are required to, and others choose to report voluntarily.
- **As advisers:** firms advise clients on their reporting obligations, governance, and disclosure risk.
- **As suppliers:** firms are part of their clients' value chains, so clients reporting Scope 3 emissions will increasingly ask them for emissions data and climate-related information.

AusLSA's reporting framework sits at the end of this chain. It is a sector-specific framework built on the same foundations, using the GHG Protocol and the four AASB S2 pillars. In 2026, 16% of the 44 reporting member firms were mandatory reporters, and a further 27% reported climate information voluntarily. The results of this year's new AASB S2 questions are presented on pages 38–41.

The following articles look at AASB S2 from three perspectives: whether firms and their clients need to disclose, what the regulator has observed from the first reports, and what the assurance standards require of the information firms disclose.

Where AASB S2 fits

How Australia's climate disclosure standard connects to international standards, Australian law and voluntary frameworks



AusLSA reporting framework
Sustainability reporting for Australian law firms, with climate questions aligned to the four AASB S2 pillars and emissions measured under the GHG Protocol using National Greenhouse Accounts Factors. It helps member firms build the data and governance that climate disclosure and client requests require.

Featured Articles

Advisory

AASB S2 and the Legal Sector: Do You (And Your Clients) Need to Disclose?



Cat Longshaw
Co-founder & Chief Executive Officer
Trace

Regulator

Getting started with Australia's sustainability reporting requirements



Claire LaBouchardiere
Senior Executive Leader, Sustainability, Financial Reporting and Audit
ASIC

Assurance

From Disclosure to Evidence: What AASB S2 Assurance Means for the Legal Sector



Professor
Terence Jeyaretnam AM
Monash Business School

AASB S2 and the legal sector: Do you (and your clients) need to disclose?



Cat Longshaw
Co-founder & Chief Executive Officer
Trace

Australia's climate disclosure regime has moved from proposal to law. Under the Australian Sustainability Reporting Standards (ASRS), specifically AASB S2, entities of a certain size must now report climate-related risks and opportunities alongside their financial statements.

For the legal sector, this matters in two ways. Some law firms will themselves be required to report, while others are choosing to do so voluntarily. At the same time, clients are increasingly looking to their legal advisers to understand what the new regime means for their obligations, governance and risk. The question for law firms is therefore no longer whether climate reporting will affect the sector, but where they should play a role.

According to AusLSA data from 44 reporting law firms, 27% report climate information voluntarily, and a further 16% are mandatory reporters. Among them are AusLSA members Wotton Kearney (Group 2) and Barry Nilsson (Group 3), both working with Trace to prepare ahead of their first mandatory reporting periods.

Does your firm need to disclose?

The regime is being phased in across three groups, based on size thresholds measured on a consolidated basis. An entity is captured if it meets at least two of three criteria.

Group 1 has reported since financial years beginning on or after 1 January 2025: $500 million or more in revenue, $1 billion in gross assets, or 500 employees. Group 2 began from 1 July 2026, at $200 million revenue, $500 million gross assets and 250 employees. Group 3 follows from 1 July 2027, at $50 million revenue, $25 million gross assets and 100 employees. Entities with obligations under the National Greenhouse and Energy Reporting (NGER) scheme may also be captured.

For law firms, there is a further structural question. Mandatory reporting applies to entities required to lodge financial reports under Chapter 2M of the Corporations Act. Many firms operate as partnerships rather than reporting companies, meaning a large firm can sit outside the mandatory regime even when it exceeds the size thresholds. This causes considerable confusion and warrants careful analysis of your structure rather than assumptions based on size alone.

For firms that are in scope, starting early can significantly reduce the pressure of first-time reporting. Wotton Kearney, a Group 2 firm, began preparing a full year ahead of its first reporting period.

> "Wotton Kearney began preparing for our first climate disclosure a full year before we were required to. In an industry built on advising others how to manage risk, waiting until the deadline was never going to sit right. Doing the work early has given us the time to get the data right, bring our board up to speed, and understand the questions our clients are about to start asking us."
>
> *Heidi Anderson, Head of Pro Bono & Responsible Business, Wotton Kearney*

Barry Nilsson is taking a similar approach ahead of its first reporting year as a Group 3 entity.

> "Barry Nilsson already has established emissions reporting, reduction targets and climate governance processes, so our focus has been less about building foundations and more about strengthening the requirements that are new under AASB S2. Preparing early gives us time to undertake our climate risk and opportunity assessment, further formalise governance and oversight arrangements, and integrate climate considerations into decision-making across the firm. This proactive approach means we can embed these requirements thoughtfully and be well prepared ahead of our first reporting period."
>
> *Katie Swain, Head of Pro Bono & Responsible Business, Barry Nilsson*

For those in scope, the compliance burden is significant. Many organisations we work with are surprised by the level of effort and evidence required across the four pillars, making early preparation increasingly important.

How to talk to your clients about their new reporting requirements

For many firms, the more immediate impact of AASB S2 will be through their clients. Law firms are well placed to advise on Corporations Act obligations, director duties, climate governance, materiality considerations and disclosure drafting. Technical requirements such as climate risk assessments, scenario analysis, emissions calculations and transition planning typically require specialist expertise.

In practice, a law firm may not deliver the technical S2 work, but it is often the first call when a client realises reporting is approaching. From a legal and compliance standpoint, three areas of early support are particularly valuable:

1. Identify whether they are in scope. Work through the thresholds, structure, consolidation and any NGER obligations.
2. Identify their reporting deadline. Confirm their group and first reporting period so they can work backwards from a fixed date.
3. Help them establish the right process. Support clients to select appropriate advisers, assign internal responsibility and engage directors and the board early.

Framed this way, the conversation sits squarely within a law firm's wheelhouse. Firms are not being asked to become climate consultants. They are helping clients understand their obligations, avoid missteps and put the right people and partners in place.

Service	Where law firms fit
Corporations Act obligations	Core
Director duties	Core
Climate governance	Strong
Materiality assessments	Legal lens
Climate risk assessment	Expert AASB S2 advisor
Scenario analysis	Expert AASB S2 advisor
GHG inventories	Expert AASB S2 advisor
Scope 1–3 calculations	Expert AASB S2 advisor
Transition plans	Expert AASB S2 advisor
Assurance readiness	Expert AASB S2 advisor
Disclosure drafting	Legal review

The opportunity for the legal sector

Mandatory climate reporting is now a permanent feature of Australia's corporate landscape, and the legal sector has an important role to play on both sides of the equation: as firms navigating their own reporting requirements and as trusted advisers helping clients navigate theirs.

We are seeing Group 1 and Group 2 entities spend $100–200k across advisory support and assurance, demonstrating the scale of investment businesses are making to meet these new obligations. For law firms, the opportunity is not to become climate consultants, but to understand the regime well enough to identify when it applies, guide clients through the legal and governance implications, and bring in specialist technical expertise where required.

As more businesses enter the regime, firms that build this capability early will be well placed to support clients as AASB S2 moves from a new compliance requirement to part of business as usual.

Cat Longshaw is Co-founder and Chief Executive Officer of Trace, an Australian climate reporting platform supporting organisations with AASB S2 preparation. Trace combines purpose-built technology with specialist advisory support across climate risk, scenario analysis, emissions measurement, governance, financial impacts, disclosure and assurance readiness.

Getting started with Australia's sustainability reporting requirements



Claire LaBouchardiere
Senior Executive Leader, Sustainability, Financial Reporting and Audit
ASIC

As Australia's mandatory sustainability reporting requirements are being phased in, many organisations are still getting familiar with what that means in practice. The requirements generally apply to large businesses and financial institutions and are being phased in across three groups. A sustainability report contains the entity's climate statements, which provide climate-related financial disclosures.

A useful starting point is to understand the purpose of the requirements, which is to improve the quality, consistency and comparability of climate-related financial disclosures so people who use that information can make informed decisions.

What ASIC observed

In Report 839 ASIC's review of *sustainability reports lodged for 31 December 2025* (REP 839), ASIC reviewed a sample of reports prepared by the first group of entities under the mandatory requirements. ASIC's review found that the quality, quantity and consistency of climate-related financial information had increased compared with previous voluntary disclosures. Entities generally appeared to comply with the basic requirements and engage in good faith with AASB S2.

Sustainability reports generally include disclosures across four core content areas: governance, risk management, strategy, and metrics and targets.

We observed clearer disclosures where requirements related to current matters, such as governance and risk management. There was more opportunity for improvement in forward-looking disclosures and those underpinned by assumptions or judgement, including aspects of strategy, metrics and targets.

Reporting practices will continue to develop as entities gain more experience and information becomes more available across value chains. REP 839 provides eight action items for reporting entities preparing future reports.

Starting with the fundamentals

For organisations becoming familiar with the requirements, several themes from REP 839 provide a practical foundation:

- **Explain governance and risk management.** Clearly describe how climate-related risks and opportunities are overseen and managed, including how they are identified, assessed, prioritised and monitored, and integrated into broader risk management.
- **Consider the value chain.** When identifying climate-related risks and opportunities, reporting entities should consider past events, current conditions and forecast future conditions, including how they may be affected directly or indirectly across their value chains. Entities should consider where in the business model and value chain the risks and opportunities are concentrated (for example, geographical areas, facilities or types of assets).
- **Explain assumptions and judgements.** Clear, effective and proximate disclosure of relevant judgements, assumptions and measurement uncertainty helps users understand how conclusions were reached. This is particularly important for disclosures that are forward looking in nature, such as climate resilience disclosures and information about anticipated financial effects.
- **Connect sustainability and financial information.** Reporting entities should explain how information in the sustainability report connects with relevant disclosures in the financial report.

These themes may be relevant to law firms that are reporting entities or that advise reporting entities. They provide a useful starting point for what reporting entities should be considering when preparing climate-related financial disclosures that comply with the current requirements. How the requirements apply will depend on each reporting entity's circumstances.

Building capability

Organisations do not need to approach the framework without support. ASIC's Regulatory Guide 280 Sustainability reporting (RG 280) explains key aspects of the requirements and ASIC's approach to administering them. We have also developed educational modules in partnership with the Australian Accounting Standards Board (AASB), the University of Technology Sydney and educational design agency Studio 3 Learning to help entities, particularly those new to sustainability reporting, build their capability.

For law firms and their clients, these resources are a practical place to begin. They can help teams develop a shared understanding of the core concepts before considering how the requirements apply to particular circumstances. REP 839 can then help reporting entities learn from ASIC's early observations and focus on practical areas for improvement.

ASIC expects reporting to improve over time as more information becomes available across value chains, and entities gain experience. Using available guidance and building knowledge progressively can help organisations to prepare quality sustainability reports.

From disclosure to evidence: What AASB S2 assurance means for the legal sector



Professor Terence Jeyaretnam AM
Monash Business School

Much of the discussion about Australia's climate reporting regime has focused on who must disclose, and when. Less attention has been paid to the question that will shape the quality of those disclosures over the next five years: who checks them, against what, and what evidence they will need to see.

Under Chapter 2M of the Corporations Act 2001, climate disclosures prepared under AASB S2 Climate-related Disclosures form part of an entity's sustainability report, which is subject to external assurance by the entity's financial report auditor. That work is performed under the Auditing and Assurance Standards Board's (AUASB's) ASSA 5000 General Requirements for Sustainability Assurance Engagements, with the scope and level of assurance set by ASSA 5010. I have been closely associated with the release of these standards as a member of the AUASB. For the legal sector, this changes the nature of a climate statement. It is no longer a narrative written to inform, but a claim that an independent practitioner must be able to test.

How assurance phases in

ASSA 5010 phases assurance in from each entity's first reporting year. In Year 1, limited assurance applies to governance disclosures, Scope 1 and Scope 2 greenhouse gas emissions, and the climate-related risks and opportunities identified in the strategy section. Limited assurance then extends across all climate disclosures, including Scope 3 emissions, scenario analysis and transition plans. Under the current legislation, all mandatory climate disclosures move to reasonable assurance for financial years commencing on or after 1 July 2030.

A limited assurance conclusion is expressed in the negative ("nothing has come to our attention") and relies largely on enquiry and analytical procedures. A reasonable assurance opinion is expressed positively and requires the assurer to obtain sufficient appropriate evidence that the information is free from material misstatement. That means testing controls, source data and the assumptions behind estimates, with a rigour much closer to a financial statement audit.

These settings are under review. Treasury's August 2026 consultation, Improving the efficiency of climate-related financial disclosures, sought views on retaining limited assurance, deferring reasonable assurance to 2035, or a tiered model in which only metrics meeting a defined baseline, such as Scope 1 and 2 emissions, move to reasonable assurance. Whatever the outcome, the direction is settled: climate disclosures will need to withstand independent scrutiny.

Law firms as reporters: build the evidence trail with the disclosure

For firms that report, whether as mandatory entities or voluntarily, the profile of a law firm creates particular assurance challenges. Scope 1 emissions are typically small, and Scope 2 emissions are concentrated in leased office tenancies where the underlying data often sits with landlords. Most of a firm's emissions generally fall in Scope 3, such as business travel and purchased goods and services. These are the categories that rely mostly on estimation, and where judgement is hardest to evidence.

In practice, the issues that slow an assurance engagement are rarely technical. They are evidentiary: governance arrangements described in the report that are not reflected in board or committee minutes; emissions calculations without a documented methodology or a reconciliation to invoices; risk assessments conducted in a workshop but never recorded; and estimates where the assumptions were never written down.

The practical lesson is to design the evidence trail, and a 'basis of preparation' at the same time as the disclosure and not after it.

Disclosure area	Evidence an assurer will look for
Governance	Charters, minutes and board papers showing climate oversight in practice
Risks and opportunities	A documented assessment process linked to the enterprise risk framework
Scope 1 and 2 emissions	A GHG Protocol or NGER-aligned methodology, activity data reconciled to invoices and landlord data, and sourced emission factors
Scope 3 emissions	Category screening, boundary decisions, data sources and estimation assumptions
Scenario analysis	Scenarios selected, the rationale and assumptions, and how results informed strategy
Transition plans and targets	Board approval, a documented baseline and progress tracking
Narrative statements	Support for each factual claim, consistent with the financial report

Law firms as advisers: where legal advice meets assurance

The more significant shift for the profession may be in how it advises clients. Climate disclosures now sit within a framework of directors' declarations, external assurance and ASIC oversight, and ASIC's greenwashing enforcement activity has made clear that sustainability claims must be substantiated. Three areas are particularly relevant to legal advisers:

1. Drafting for assurability. Every statement in a disclosure should be traceable to evidence. Lawyers reviewing climate disclosures add real value by asking, line by line, what an assurer would test, and by qualifying or removing claims that cannot be supported.
2. Using the modified liability window well. The Corporations Act provides modified liability for certain protected statements, including Scope 3 emissions, scenario analysis and transition plans, during the early years of the regime. This restricts private litigation, while ASIC retains limited enforcement powers. As the window is temporary, clients should use it to build defensible processes, not to defer them.
3. Managing privilege and access to evidence. Assurers need access to the material supporting disclosures. Where climate risk assessments or materiality advice are prepared under legal professional privilege, firms should consider early how evidence will be made available to the assurer without inadvertently waiving privilege.

Assurance as a discipline, not just a cost

Assurance is often treated as the cost line of the regime. I would encourage a different view. The discipline it imposes, of documented processes, reliable data and decisions that can be evidenced, is the same discipline that makes climate information useful for managing risk, setting credible targets and responding to client tender requirements. You cannot manage what you cannot measure, and you cannot assure what you cannot evidence.

The legal profession is built on evidence, reasoned judgement and the defensibility of what is said. These are precisely the qualities ASSA 5000 asks of a sustainability report. Firms that bring that mindset to their own disclosures and to their advice, and that engage early with assurers and technical specialists, will be well-placed as the regime matures and the bar moves toward reasonable assurance.

Professor Terence Jeyaretnam AM is a Professor of Practice at Monash Business School and the Executive Director of Foresight, an independent Australian climate and sustainability advisory and assurance firm. He is a member of the Auditing and Assurance Standards Board (AUASB) and a Fellow of Engineers Australia as well as a Chartered Professional Accountant (CPA). The views expressed in this article are his own and do not represent those of the AUASB.

Member Reporting 2026

STATISTICS & ANALYTICS

2026 Member Results

This section presents the collective results from member firms' FY26 sustainability reporting. Aggregating data across participating firms gives a sector-wide view of performance on key environmental, social and governance measures, and shows how results have changed since earlier reporting periods.

The analysis identifies where the sector has made measurable progress and where the most significant gaps and opportunities remain. Sector-level averages and ranges provide a reference point that individual firms can use to see where they sit relative to their peers.

AusLSA Sustainability Reporting Framework



Our Environment

- Environmental Management
- Climate Action
- Electricity
- Business Travel
- Waste & Resources



Our People

- Employee Wellbeing
- Diversity & Inclusion
- Flexible Working
- Gender Equality
- Staff Development



Our Governance

- Sustainability Governance
- Sustainability Reporting
- Sustainable Procurement
- Code of Conduct
- Enterprise Risk Management



Our Community

- Community Volunteering
- Legal Pro Bono
- Corporate Giving
- First Nations Reconciliation

Environment

Environmental Management

Climate Action

Electricity

Business Travel

Waste & Resources

AusLSA members continued to formalise their environmental commitments in 2026. More firms had an environmental policy, an emissions reduction target and externally verified emissions data than in 2025, although climate transition planning and preparation for AASB S2 remain at an early stage for most firms.

The national context is raising expectations. In September 2025, the Australian Government set a 2035 target to reduce emissions by 62–70% below 2005 levels, and mandatory climate reporting under AASB S2 is now in its second year. As large companies begin reporting their Scope 3 emissions, they are asking suppliers – including law firms – for emissions data and evidence of credible targets. Environmental performance is now part of how clients assess law firms as suppliers, as well as a measure of their own operations.

Environmental Management

An environmental policy sets out what a firm commits to. An environmental management system (EMS) is how it delivers on those commitments: assigning responsibility, setting targets, monitoring results and reviewing progress each year. Certification against a recognised standard gives clients and staff independent assurance that the system works as described.

Policy coverage continued to grow, and so did its scope. In 2026:

- **86% of firms had a formal environmental policy**, up from 81% in 2025; and
- **71% of these policies addressed upstream impacts in the supply chain**, up from 63%.

The growing attention to upstream impacts reflects a broader shift in sustainability reporting from a firm's own operations to its value chain.

The gap is between commitment and system. **34% of firms operate an EMS**, and **9 of these 15 firms (60%) hold certification**, most of them under AusLSA's own AEMS. Without a management system, policy commitments are harder to evidence – a growing issue as clients ask suppliers to substantiate their claims.

Firms' premises remain their most effective environmental lever. **84% of firms occupy Green Star rated premises** and **80% have green lease arrangements or collaborate with their landlord on sustainability**. Because commercial leases often run for ten years or more, decisions made at lease renewal shape a firm's energy use, waste services and emissions well into the 2030s.

Climate Action

Climate action follows a sequence: a policy that sets the commitment, targets that make it measurable, and a transition plan that sets out how targets will be met and who is accountable. Science-based targets are aligned with the emissions reductions needed to limit warming to 1.5°C, and validation by the Science Based Targets initiative (SBTi) confirms they meet that standard.

Target-setting rose noticeably in 2026, and the targets set are of high quality:

- **39% of firms have an emissions reduction target**, up from 30% in 2025;
- **70% of these targets are near-term science-based targets**, and **47% are science-based net-zero targets**; and
- **10 of the 12 near-term targets (83%) have been validated by SBTi**.

All near-term targets fall in 2030, so firms' progress against them will become visible in AusLSA reporting over the next four years.

Transition planning has not kept pace. **18% of firms have a formally approved and resourced transition plan**, and 34% are developing one. This matters because regulators are increasingly testing whether public climate commitments are backed by a credible plan. ASIC has pursued greenwashing cases where stated commitments did not match underlying practice. Law firms advise clients on exactly these risks, which raises the expectation that their own commitments will withstand the same scrutiny.

Environmental Management

Approved environmental policy



Upstream supply chain impacts included



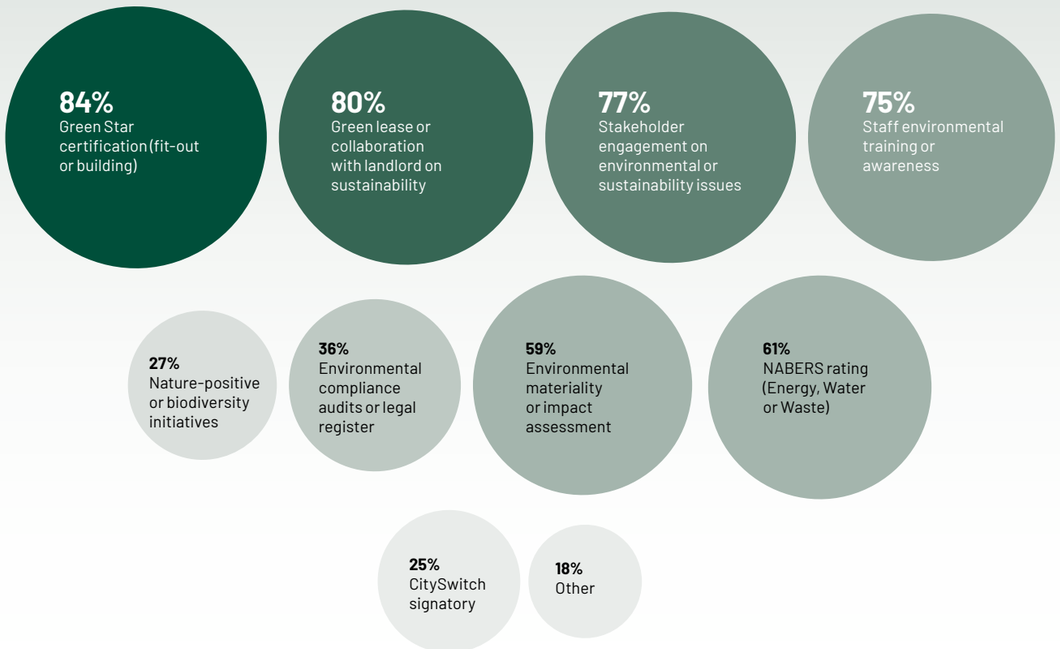
Environmental targets



EMS



Environmental initiatives

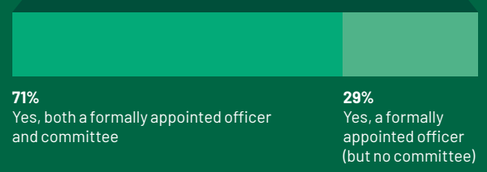


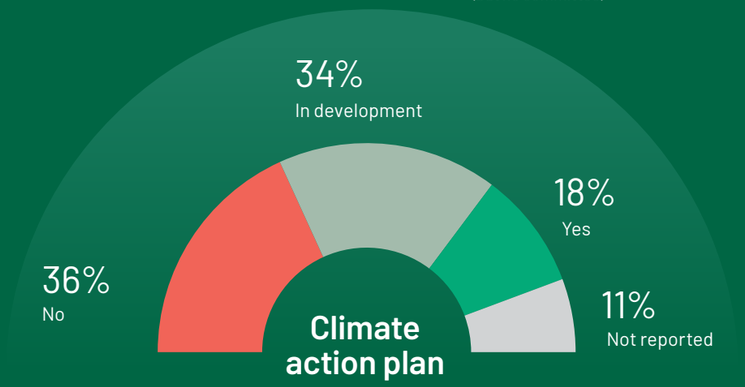
Climate Action

GHG reduction policy

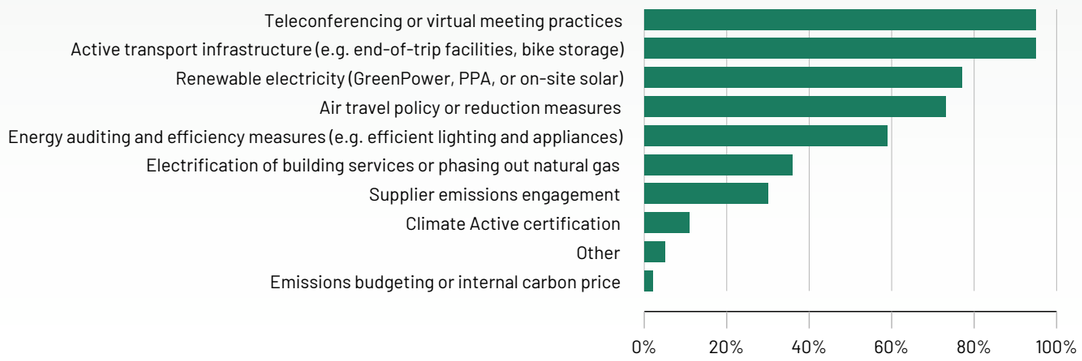


GHG reduction policy governance





Climate action initiatives



GHG emissions reduction targets



Science-based emissions reduction targets

Near-term science-based emissions reduction target



12% No
18% In development
70% Yes

Near-term science-based target validated



83% Yes - validated by the Science Based Targets initiative (SBTi)
8% Yes - validated by another independent third party
8% No - internally set

Science-based Net Zero target



24% No
29% In development
47% Yes

Target validated?



75% Yes - validated by the Science Based Targets initiative (SBTi)
13% Yes - validated by another independent third party
13% No - internally set

Mandatory climate reporting (AASB S2)

AASB S2 requires disclosures across four areas: governance, strategy, risk management, and metrics and targets. Group 2 entities begin reporting for financial years starting from 1 July 2026, and Group 3 entities from 1 July 2027. Scope 3 emissions must be disclosed from an entity's second reporting year.

Most law firms operate as partnerships, which generally do not prepare financial reports under the Corporations Act and so fall outside the mandatory regime. This explains why only seven reporting firms are mandatory reporters. For most firms, the more immediate effect comes through clients. Law firms' services form part of their clients' Scope 3 emissions, so clients reporting under AASB S2 will increasingly request emissions data from them.

The 2026 results provide a first baseline on readiness across the AASB S2 areas:

- **Governance:** 23% of firms have documented board oversight of climate risks and opportunities.
- **Strategy:** 23% have completed a full assessment of physical and transition risks and opportunities, and 21% have tested their strategy using climate scenario analysis.
- **Risk management:** 18% have fully integrated climate risk into enterprise risk management.

20% of firms have not yet determined whether they will be required to report. For those firms, confirming their status is the first step.

Setting credible targets depends on knowing where emissions come from. Where firms measure it, the largest share sits in their supply chain. For the **12 firms that measured emissions from purchased goods and services in 2026**, the category made up 75% of their gross emissions – more than electricity and business travel combined. It covers everything a firm buys, from IT and software to professional services, property services, and catering. Spend-based estimates like these show where emissions are concentrated, but tracking reductions will require data from suppliers themselves – the same kind of data law firms' own clients are beginning to request from them.

Because purchased goods and services and several other Scope 3 categories are optional in AusLSA reporting, sector results focus on the two sources all firms measure: electricity and business travel.

Australian Mandatory Climate Reporting Under AASB S2

Mandatory climate reporting (AASB S2) status



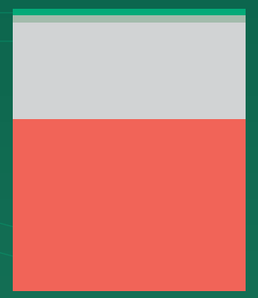
Governance

Board oversight of climate-related risks and opportunities



- **23%** Yes - the responsibility is reflected in terms of reference, mandates, or role descriptions
- **30%** Yes - but not yet formally documented
- **11%** In development
- **18%** No
- **18%** Not reported

Climate-related considerations factored into executives' remuneration



- **2.5%** Yes
- **2.5%** In development
- **34%** Not reported
- **61%** No

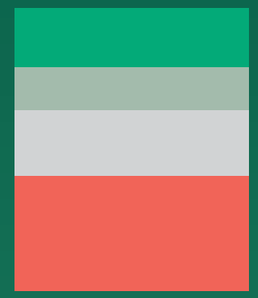
Strategy

Climate risk and opportunity assessment completed



- **23%** Yes - including both physical and transition risks and opportunities
- **20%** Yes - partially
- **18%** In development
- **23%** No
- **16%** Not reported

Climate resilience of business strategy assessed using climate-related scenario analysis



- **21%** Yes - using at least a 1.5°C-aligned scenario and a high-warming (exceeding 2°C) scenario
- **15%** In development
- **23%** Not reported
- **41%** No

Risk management

Climate-related risks integrated into Enterprise Risk Management (ERM) process



- **18%** Yes - fully integrated
- **21%** Yes - partially integrated
- **25%** In development
- **18%** Not reported
- **18%** No

Electricity

Electricity emissions can be measured in two ways. The location-based method uses the average emissions of the grid where the electricity is consumed. The market-based method reflects what a firm chooses to buy, including certified green electricity such as GreenPower. AusLSA calculates Scope 2 emissions using both methods, and both appear in members' dashboards. The results in this report focus on the market-based method, which is also used for fuel- and energy-related emissions (Scope 3 Category 3) in firms' inventories, so that firms' purchases of green electricity are reflected in their emissions.

Electricity emissions fell 6% in 2026, to 0.43 tonnes per FTE. **Certified green electricity now makes up 52% of member electricity use**, up from 48%, and **nine firms buy 100% green electricity**. Part of the fall reflects new members that already buy 100% green electricity.

The difference between the two methods shows how much purchasing decisions drive the result. On a location-based method, member electricity emissions would be 0.73 tonnes per FTE – 70% higher. Green electricity purchases are the main reason sector electricity emissions are falling. Energy efficiency remains important for cost and resilience, but has less effect on reported emissions.

The grid itself is also decarbonising as renewable generation increases. Over time this will narrow the gap between the two methods and reduce the emissions benefit of green electricity purchases. Efficiency and electrification will then matter more. With natural gas now reported in Scope 1, phasing out gas in tenancies is a direct way to reduce emissions, and **36% of firms reported electrification or gas phase-out initiatives**.

Business Travel

Business travel is the largest emissions source that all AusLSA members measure, producing around twice the emissions of electricity. Air travel makes up 96% of it. Travel is also the source most closely tied to how legal services are delivered: client relationships, cross-border matters and work across offices.

Travel emissions per FTE were unchanged in 2026, at 0.85 tonnes. This is notable **because 73% of firms report an air travel policy or reduction measures**. Most of these policies focus on approval processes and choosing virtual meetings where possible. Flat emissions suggest these measures are holding travel steady rather than reducing it.

Travel is also the source over which individual firms have the most direct control. Technical solutions such as sustainable aviation fuel are not yet available at scale. In the near term, reductions will depend on decisions about when travel is necessary, the class of travel and how trips are combined. As electricity emissions continue to fall, travel will make up a growing share of firms' measured footprint. Firms with science-based targets are likely to find it the hardest source to reduce.

Waste & Resources

In December 2024, Australia's Environment Ministers released the national Circular Economy Framework, which aims to double the economy's circularity by 2035. For office-based businesses such as law firms, the most relevant parts of a circular economy are keeping equipment and furniture in use for longer, reducing single-use items and diverting material from landfill.

Law firms have well-established recycling systems. **Paper recycling is available at 97% of member offices** and **commingled recycling at 91%**. **Organic waste collection, at 76% of offices**, remains the main gap. Firms in shared buildings often depend on landlords and building managers for these services, which is another reason lease negotiations matter.

The most widespread circular practices concern equipment and fit-out, while food and partnerships lag:

- **95% of firms reuse, donate or recycle IT equipment;**
- **91% divert furniture and fit-out from landfill;**
- **66% have conducted waste audits,** which provide the baseline data needed to set diversion targets;
- **43% donate or redistribute surplus food;** and
- **30% have circular economy partnerships.**

Paper use was largely stable at 20 kg per FTE, after falling 45% between 2024 and 2025. Most of the reduction available from digital workflows and electronic filing now appears to have been achieved. The remaining paper use is likely tied to court, client and archival requirements.

Key Observations and Outlook

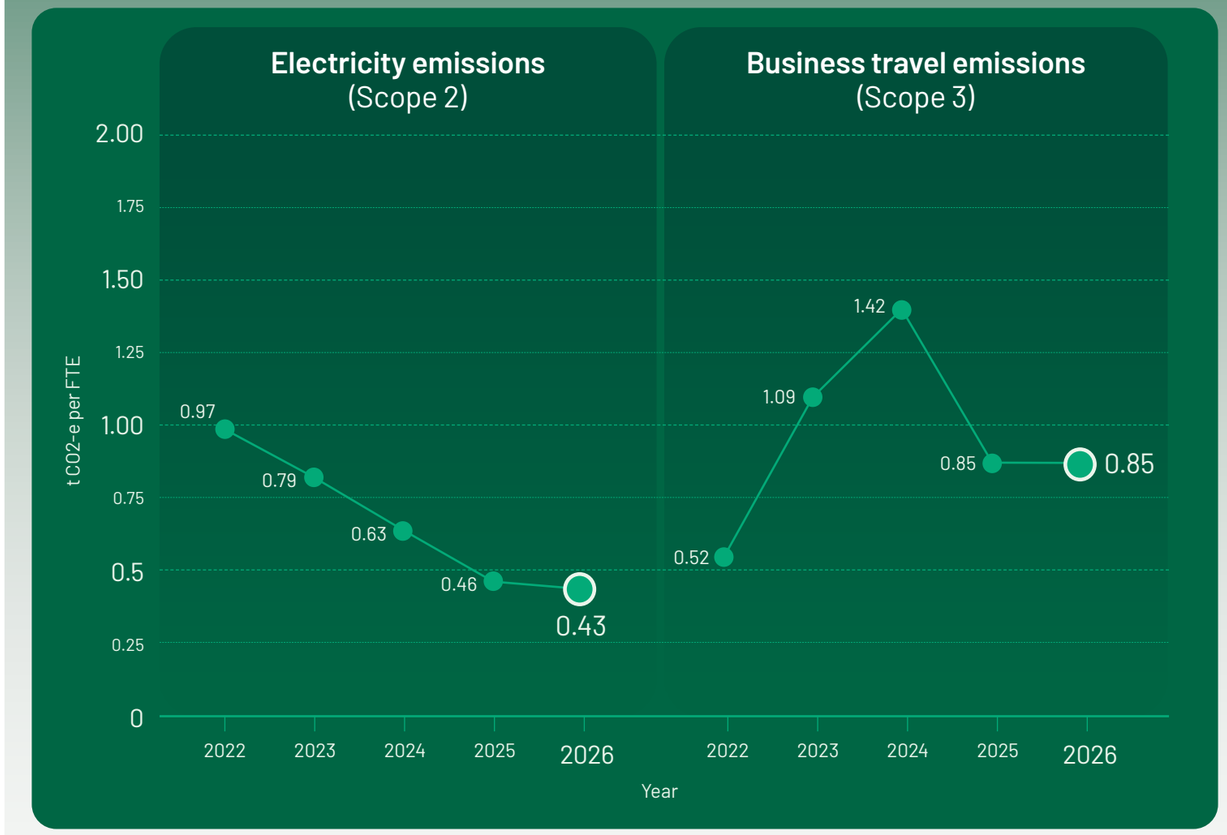
1. **Targets are ahead of plans.** Firms are setting credible, science-based targets faster than they are approving the transition plans needed to meet them. With most near-term targets set for 2030, this gap will become more visible over the next few years.
2. **Client demand, not regulation, will drive most firms' climate reporting.** Few law firms are mandatory AASB S2 reporters. But as clients begin reporting Scope 3 emissions, requests for law firms' emissions data and climate commitments are likely to increase.
3. **Electricity is improving and travel is not.** Green electricity purchases continue to reduce electricity emissions, while travel emissions per FTE have stabilised. Travel will be the defining challenge for firms with reduction targets.
4. **Most of the footprint is in the supply chain.** Where firms measure purchased goods and services, it is their largest emissions source. Supplier engagement is the next frontier, but only 30% of firms currently engage suppliers on emissions.
5. **Premises decisions have long-term effects.** Building ratings, green leases, waste services and gas phase-out are largely set at lease negotiation, so firms' property strategies are also climate strategies.

Summary

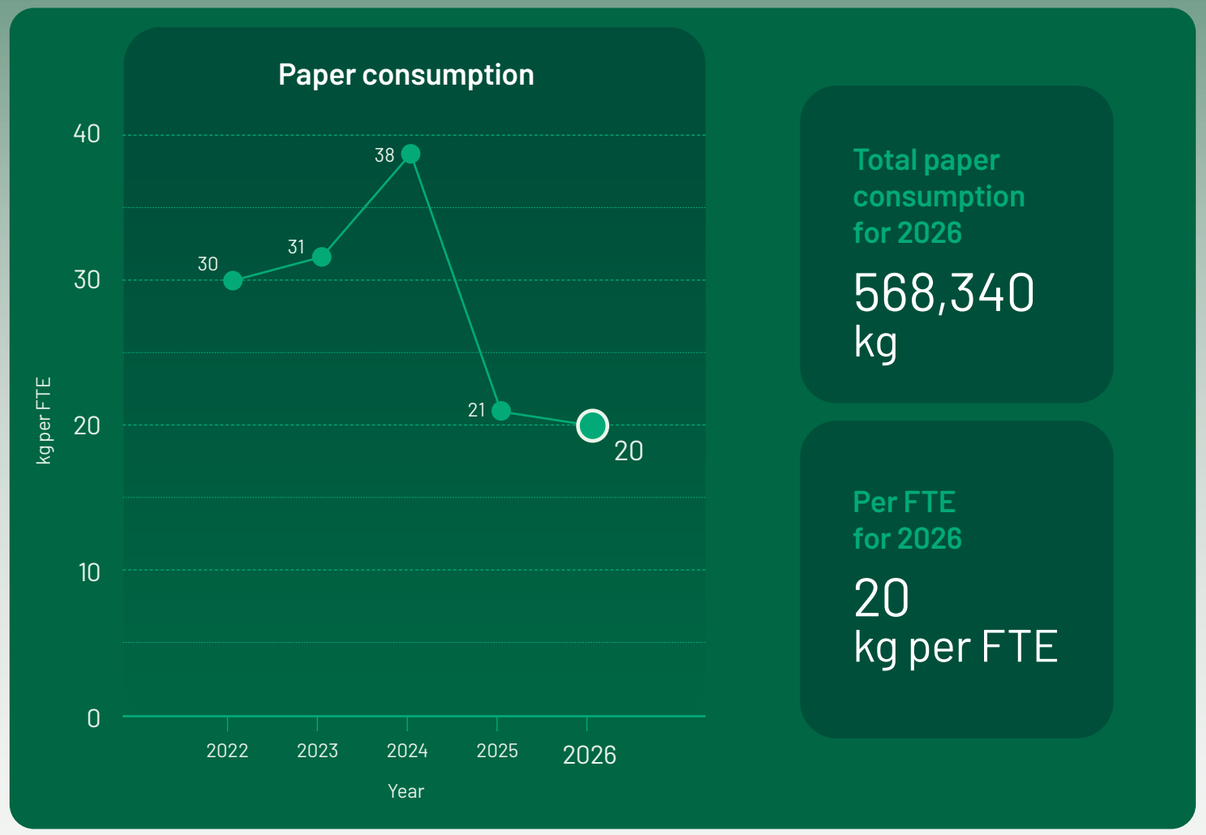
The 2026 results show a sector that is formalising its environmental commitments: more firms have policies, science-based targets and verified emissions data, and green electricity continues to reduce electricity emissions. The national 2035 target and mandatory climate reporting are raising the standard against which those commitments are assessed.

The next stage of progress depends on areas that are harder to address: transition plans with resourcing and accountability, reductions in business travel, and engagement with suppliers on the emissions embedded in what firms buy.

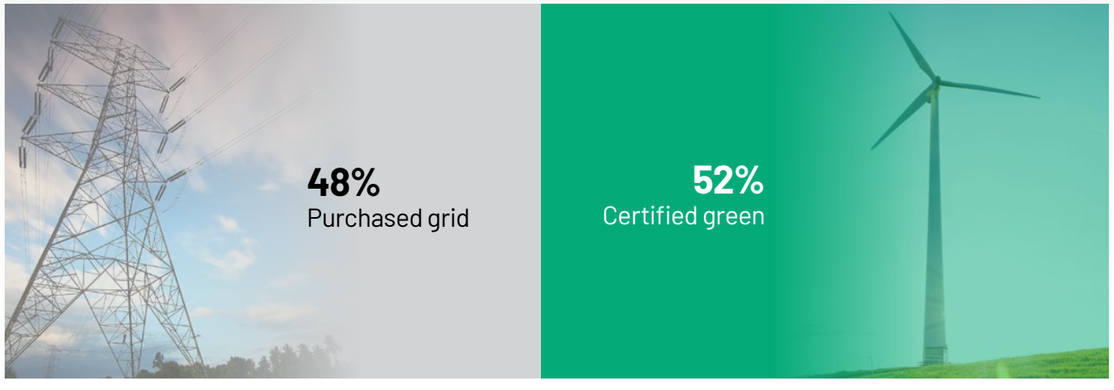
Electricity & Business Travel



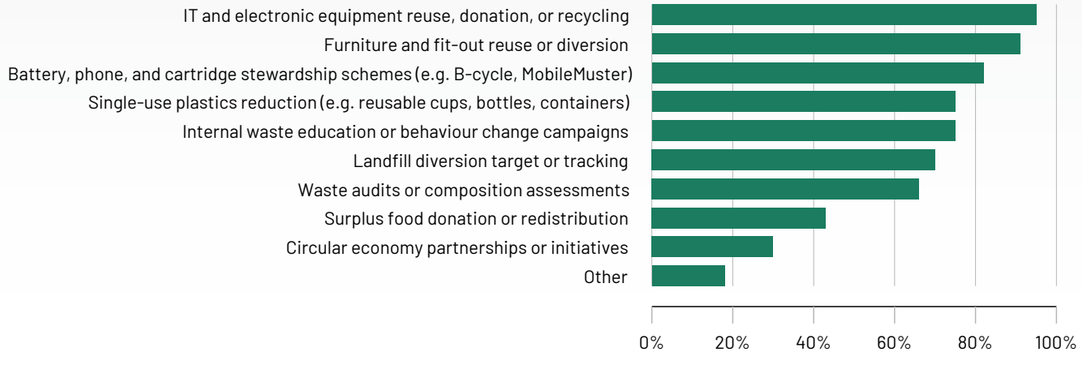
Waste & Resources



Electricity usage mix



Waste management initiatives



People

Employee Wellbeing

Gender Equality

Flexible Working

Diversity & Inclusion

Staff Development

Policies on wellbeing, gender equality, flexible working, diversity, and staff development are now close to universal among AusLSA members. The focus in 2026 has moved from whether firms have these policies to whether they are working: how psychosocial risks are assessed and controlled, whether women are progressing into partnership level roles, and how firms measure outcomes such as engagement and staff turnover.

The regulatory landscape has moved in the same direction. Psychosocial risk regulations now apply in every Australian jurisdiction, large employers must set gender equality targets, and the government Paid Parental Leave scheme has expanded to 26 weeks. For law firms, where long hours, client demands, and partnership structures shape working life, these changes raise expectations of how firms look after their people.

Employee Wellbeing

Psychosocial hazards are aspects of work that can cause psychological harm, such as high job demands, low job control, poor support, bullying, and harassment. Since 2022–23, work health and safety regulations have required employers in most jurisdictions to identify these hazards and control the risks, in the same way as physical hazards. Victoria was the last jurisdiction to introduce specific psychosocial regulations, with its Occupational Health and Safety (Psychological Health) Regulations commencing on 1 December 2025. Other states and territories had already introduced psychosocial hazard requirements, either through the model WHS laws or through amendments to their own state laws. The Victorian regulations also make clear that controls should change how work is designed and managed, with training and information used only as a supplement.

This matters for law firms because the main psychosocial risks in legal practice – sustained workload, billable-hour pressure, and exposure to distressing material – are built into how work is organised. In 2026:

- **every firm had a psychosocial wellbeing policy**, up from 93% in 2025;
- **64% had a documented psychosocial risk assessment that is regularly reviewed**, and a further **20% had assessed hazards without documenting or regularly reviewing them**; and
- **64% surveyed staff at least annually on wellbeing support**, up from 54%.

The mix of initiatives shows where firms' effort is concentrated. Support measures are almost universal, while measures that change how work is done are less common:

- **98% provide mental health awareness training** and an **Employee Assistance Program**;
- **91% provide mental health first aid training**;
- **77% manage workload and burnout risk**; and
- **36% apply the Minds Count Wellbeing Guidelines** for the legal profession.

This balance is the main gap against the new regulatory standard, which places work design ahead of training and support.

2026 is also the first year AusLSA collected outcome measures. All firms reported voluntary staff turnover, with a median of 17%, and 48% of firms reported an employee engagement score. Over time, these measures will show whether wellbeing policies are improving retention and engagement.

Employee Wellbeing

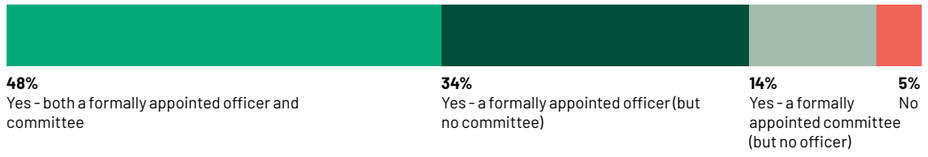
Psychosocial wellbeing policy



Psychosocial hazard assessment and controls



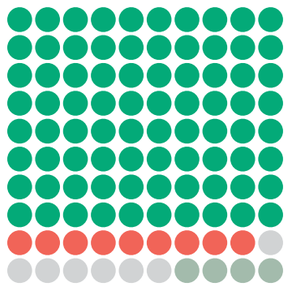
Psychosocial wellbeing policy governance



Annual staff wellbeing surveys



Physical wellbeing policy



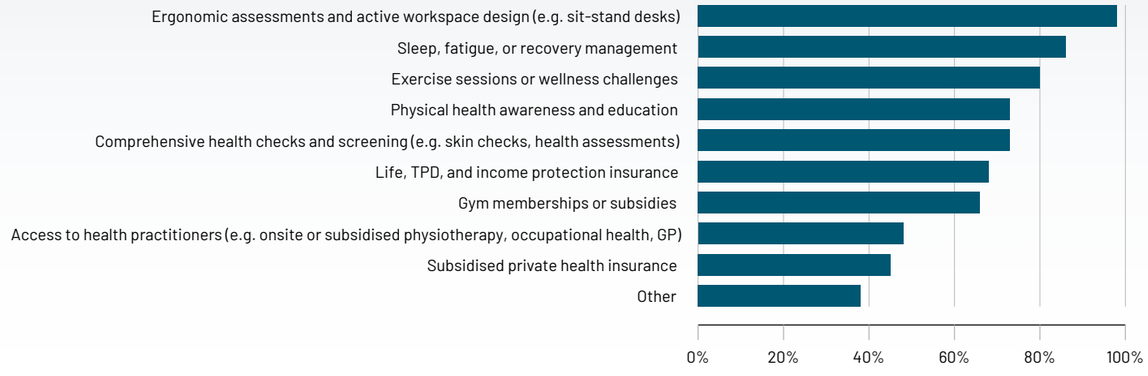
Physical wellbeing governance



Psychosocial wellbeing initiatives



Physical wellbeing initiatives



Gender Equality

Women have made up the majority of lawyers at AusLSA member firms for many years (57% in 2022 and 64% in 2026), but remain under-represented at the partnership level. Gender equality measures in law firms focus on closing that gap through pay equity, transparent promotion, and equitable access to career-building work.

From April 2026, employers with 500 or more employees must select three gender equality targets from a menu set by the Workplace Gender Equality Agency (WGEA), and meet or show progress against them within three years. WGEA reporting covers employees, so partners in law firm partnerships are generally not included. AusLSA's reporting is one of the few sources that tracks partner representation across the sector.

In 2026:

- **98% of firms had a gender equality policy**, unchanged from 2025;
- **73% had gender equality targets**, up from 65%;
- **women made up an average of 64% of lawyers** and received 61% of promotions to senior roles; and
- **women made up an average of 38% of partners**, up from 37%.

The pipeline into senior roles is now majority female, but the share of female partners has risen by only around one percentage point a year since AusLSA began measuring it in 2016, when it was 26%. Firms' initiatives focus on pay equity analysis (98%) and equal uptake of parental leave and flexible work (93%). Fewer firms use bias-reviewed recruitment and promotion (30%), which addresses the point at which the pipeline narrows.

Flexible Working

Flexible working is now standard practice in the legal sector. 96% of firms have a flexible working policy that goes beyond statutory minimums, and almost all offer part-time, hybrid, and flexible-hours arrangements. The question has shifted from availability to outcomes: whether staff working part-time or remotely progress at the same rate as others.

Parental leave has continued to expand alongside government policy. The government Paid Parental Leave scheme increased to 24 weeks in July 2025, with superannuation now paid on it, and to 26 weeks from July 2026. Employer-funded leave sits on top of this:

- **98% of firms offer employer-funded parental leave**;
- **primary carers** receive an average of **22 weeks**, up from 21 in 2025; and
- **secondary carers** receive an average of **14 weeks**, up from 13 in 2025.

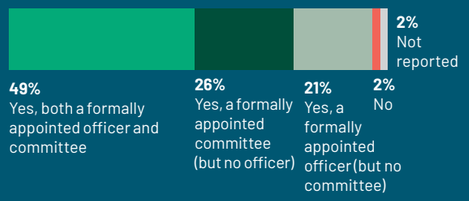
The secondary carer average conceals a clear split. **15 firms now offer secondary carers the same 26 weeks as primary carers**, up from 11 firms in 2025. 20 firms offer six weeks or fewer. Equal entitlements matter for gender equality: when both parents can take substantial leave, career interruptions are less likely to fall mainly on women.

Gender Equality

Gender equality policy



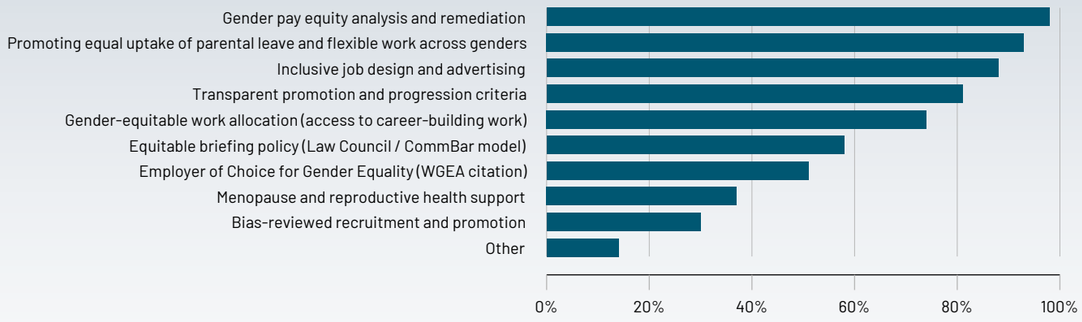
Gender equality governance



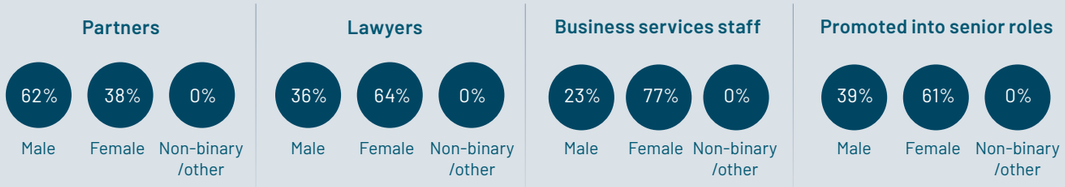
Gender equality targets



Gender equality initiatives



Gender profiles



Flexible Working

Flexible work policy

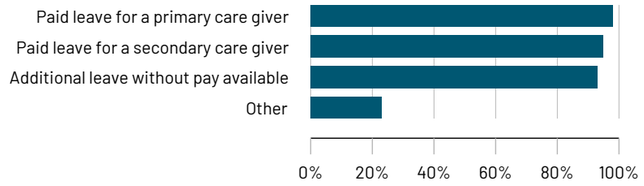


Employer funded parental leave scheme

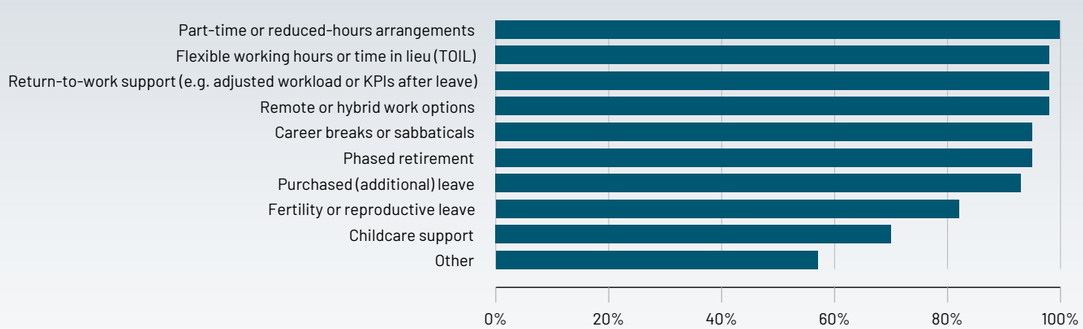


Parental leave scheme inclusions

Of the 43 firms with a scheme - those that answered Yes to having a parental leave scheme



Flexible work initiatives

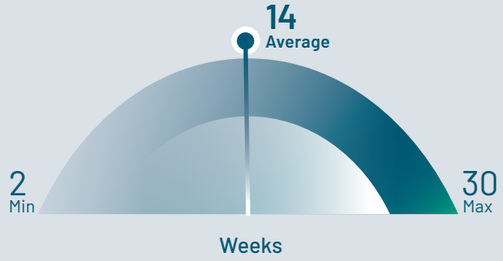


Parental leave

Primary care giver



Secondary care giver



Diversity & Inclusion

Diversity and inclusion extends beyond gender to culture, disability, age, sexuality, and First Nations identity. For law firms, a workforce that reflects the community it serves supports access to justice and client service.

98% of firms have a diversity, equity, and inclusion policy, up from 95% in 2025, and 53% have both an officer and a committee responsible for it. **Most firms now collect and report diversity data (84%)** and **provide inclusion training (93%)**.

Fewer firms have measures that change who progresses. **61% hold leaders accountable for diversity and inclusion goals**, and **25% run mentoring or sponsorship programs for under-represented groups**. As with gender equality, the next step is moving from awareness and data collection to measures that change representation in senior roles.

Staff Development

Every firm reported a staff development program in 2026, up from 98%, and 93% include training and development in the firm budget.

The most notable result is that every firm now provides training in legal technology and AI. Courts have begun setting rules for the use of generative AI in legal work, including the NSW Supreme Court's practice note, which took effect in February 2025. As AI changes how legal work is done, firms are treating AI capability as a core professional skill.

This shift also raises a question about development pathways. Junior lawyers have traditionally built skills through routine tasks such as research, review, and first drafts – the tasks most affected by AI. **Structured development programs, mentoring (98%), and secondments (98%)** are likely to matter more as firms rethink how early-career lawyers learn.

Few firms currently measure training hours, with only 5 firms reporting an average per employee. Measuring participation and outcomes would help firms show the return on their development investment.

Key Observations and Outlook

1. **Psychosocial risk management is shifting from support to work design.** With regulations now in force in every jurisdiction, firms will need to show that controls address workload and work design, not only provide support services.
2. **The partnership gap is narrowing slowly.** Women are the majority of lawyers and of those promoted to senior roles, but the share of women partners has risen by only around one percentage point a year, from 26% when AusLSA began measuring it in 2016 to 38% in 2026.
3. **Parental leave is becoming more equal.** 15 firms now offer secondary carers the same leave as primary carers, up from 11 in 2025, which supports gender equality in career progression.
4. **Policies are universal, but measuring outcomes is not.** Around half of firms report an employee engagement score, and many firms that survey staff do not yet use the results as a performance measure. Wider outcome measurement is the next step in showing whether people policies are working.
5. **AI is reshaping professional development.** Universal AI training reflects how quickly legal work is changing, and raises questions about how early-career lawyers will build their skills.

Summary

The 2026 results show that the foundations of good people management – policies, governance, and support programs – are now in place across AusLSA members. New regulations on psychosocial risk, gender equality targets, and expanded parental leave are raising the standard firms are measured against.

The next stage depends on outcomes: controlling psychosocial risks through how work is designed, increasing the share of women and under-represented groups at partnership level, and using engagement and turnover data to show that people policies are working.

Diversity & Inclusion

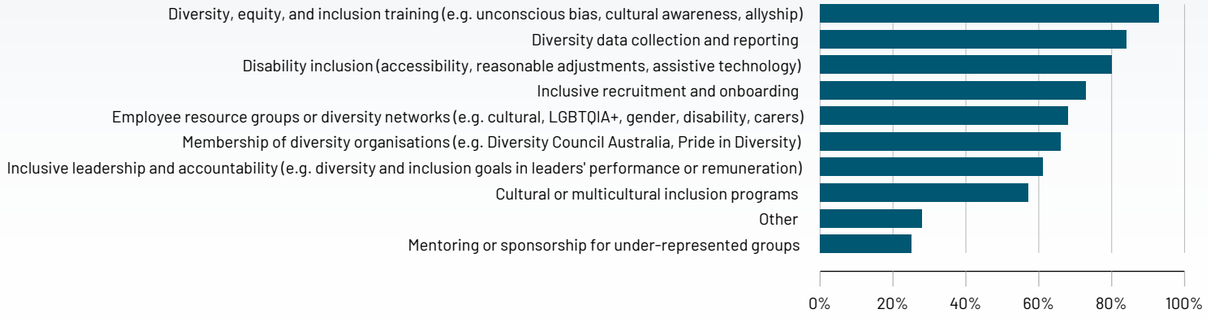
Diversity & inclusion policy



Diversity & inclusion policy governance



Diversity & inclusion initiatives



Staff Development

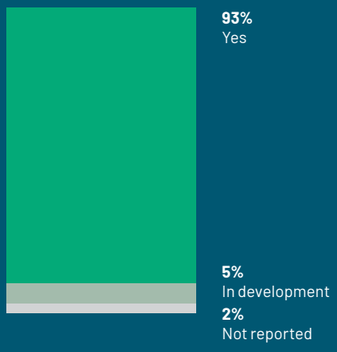
Staff development program



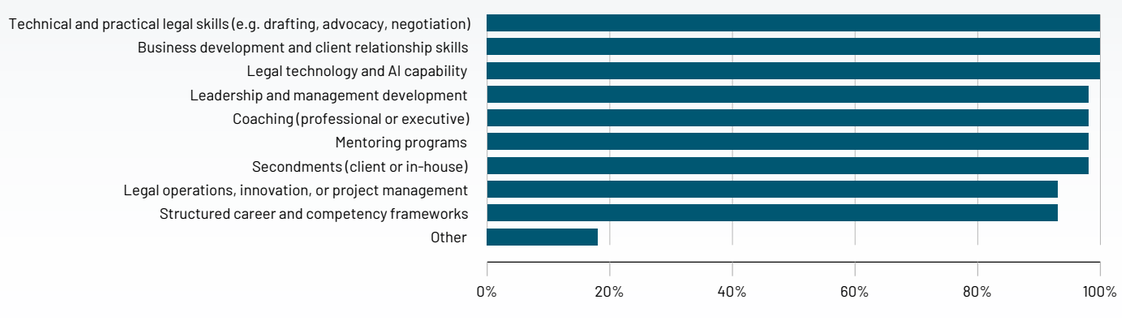
Staff development program coverage



Budget provision for staff certifications and qualifications



Staff training & development initiatives



Governance

Sustainability Governance

Sustainability Reporting

Sustainable Procurement

Code of Conduct

Enterprise Risk Management

AusLSA members continued to build the structures that support responsible business practice in 2026. More firms are reporting on sustainability publicly and resourcing dedicated sustainability roles, and most have assessed their modern slavery risks. Formal accountability for sustainability performance, and action on the risks firms identify, remain less developed.

The regulatory expectations on governance are rising. Mandatory climate reporting under AASB S2 requires entities to disclose how climate-related risks are overseen and managed. The Australian Government has announced reforms to strengthen the Modern Slavery Act. And from 1 July 2026, law firms providing certain services must comply with the anti-money laundering and counter-terrorism financing (AML/CTF) regime – one of the most significant new compliance obligations for the legal sector in many years.

Sustainability Governance

Governance determines whether sustainability commitments are acted on. It covers who is responsible for sustainability strategy, how leaders are held accountable, and how the firm's most senior body oversees performance. AASB S2 has made this explicit for climate: entities must disclose how their governance body oversees climate-related risks and how this is reflected in remuneration.

The number of staff in dedicated sustainability roles increased in 2026. Firms reported 87 full-time equivalent roles dedicated to sustainability across 25 firms, up from 61 roles across 21 firms in 2025. Across all reporting firms, this is an average of 2.0 roles per firm, up from 1.4. Accountability has not grown at the same rate:

- **39% of firms have formal board or governance-body oversight of sustainability with regular reporting**, and **43% have informal or ad hoc oversight**; and
- **16% explicitly include and measure sustainability in leadership KPIs**, down from 21% in 2025, while 57% consider it informally.

In partnership structures, accountability is often exercised through partner culture and practice groups rather than formal KPIs. However, informal oversight is difficult to evidence to clients, regulators, and assurance providers, all of whom increasingly ask for documented governance arrangements.

Sustainability Reporting

Public sustainability reporting allows clients, staff, and other stakeholders to see a firm's commitments and progress. For law firms, it is also increasingly requested in client tenders and supplier assessments.

External reporting increased noticeably in 2026: **64% of firms report on sustainability outside AusLSA**, up from 53% in 2025. Among these firms, the most common channels are:

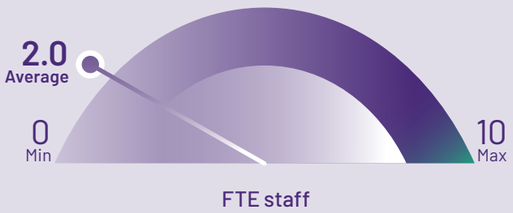
- modern slavery statements (86%);
- WGEA gender equality reporting (71%);
- website disclosure of sustainability strategy and performance (54%);
- standalone sustainability reports (50%);
- the UN Global Compact (36%); and
- CDP (32%).

The two most common channels are required by law for larger firms. Voluntary reporting against international frameworks is less common, with 7% of these firms reporting against the Global Reporting Initiative (GRI).

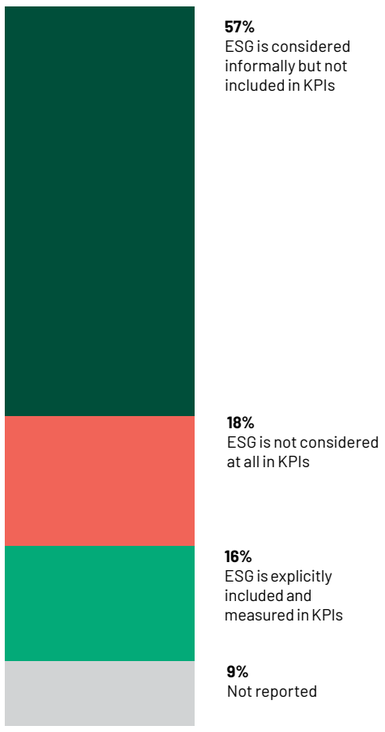
For most firms, AusLSA reporting remains the main voluntary disclosure of their overall sustainability performance, and 59% of firms promote their participation in AusLSA reporting on their website. The voluntary AASB S1 standard, which covers sustainability matters beyond climate, gives firms a further option as reporting expectations mature.

Sustainability Governance

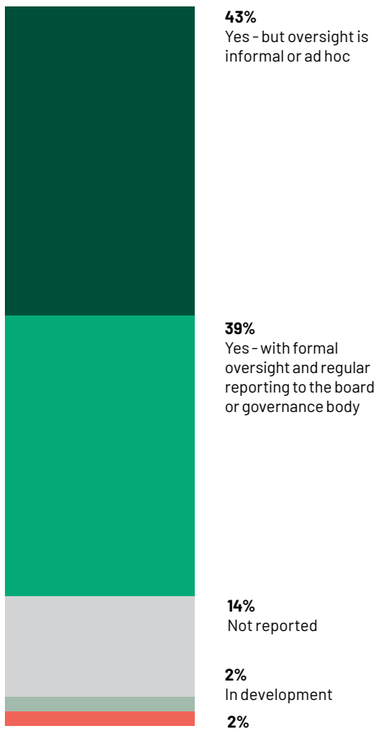
Dedicated sustainability roles



ESG included in executive KPIs



Board oversight of sustainability strategy



Sustainability Reporting

External sustainability reporting



External sustainability reporting



AusLSA sustainability reporting publicly promoted



Sustainable Procurement

Sustainable procurement extends a firm's standards to the businesses it buys from. For law firms, the largest areas of spend – IT, property and facilities, professional services, and travel – carry environmental and human rights risks, and they are where most of a firm's emissions sit.

70% of firms have a sustainable procurement policy, consistent with 72% in 2025, and 90% of these apply it to both new and existing suppliers. Policies most often cover:

- **modern slavery and human rights, environmental impacts, and ethical conduct (94% each)**;
- **diversity, equity, and inclusion (84%)**; and
- **social enterprise or Indigenous suppliers, and community impact (77% each)**.

Fewer policies cover **data security (48%)** or **work health and safety (45%)**. These gaps are notable: suppliers often handle confidential client information, and work health and safety duties extend to contractors working in a firm's premises.

61% of firms with a policy also consider the downstream impacts of their professional services. This is a distinctive question for the legal sector, as the most significant impacts of a law firm can come from the work it does for clients rather than from its own operations.

Modern Slavery

The Modern Slavery Act requires entities with annual revenue over $100 million to report on the risks of modern slavery in their operations and supply chains. In July 2026 the Australian Government announced reforms to introduce civil penalties for reporting failures and a "fail to prevent" offence for large companies, with mandatory due diligence also under consideration.

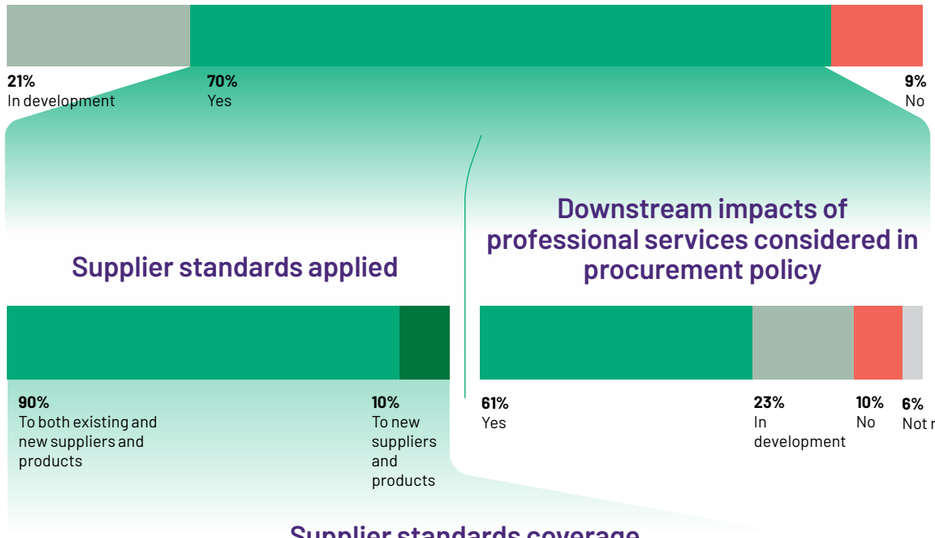
In 2026, **55% of firms reported under the Act** and 7% reported voluntarily. Most firms have assessed their risks, but fewer have acted on them:

- **70% have formally assessed modern slavery risks**, internally (59%) or through a third party (11%);
- **39% evaluate whether their risk mitigation measures are effective**;
- **11% have taken remedial action for identified risks**; and
- **34% reported that no risks had been identified**.

The high share of firms reporting no identified risks warrants attention. Office-based businesses source from sectors with recognised modern slavery risks, including cleaning, security, facilities management, IT hardware, and promotional goods. Where no risk is found, it more often reflects limited visibility of supply chains than an absence of risk. As reforms move the focus from reporting to due diligence, firms will increasingly need to show how risks were assessed, not only that they were.

Sustainable Procurement

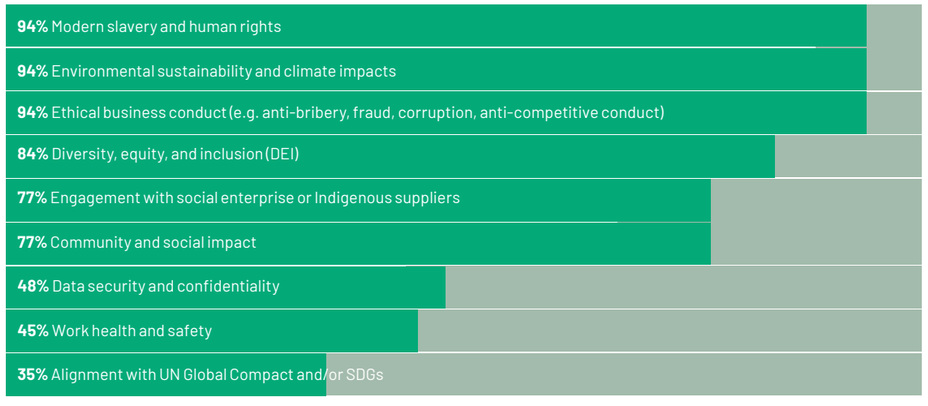
Sustainable procurement policy



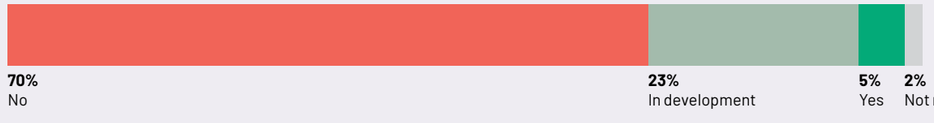
Supplier standards applied

Downstream impacts of professional services considered in procurement policy

Supplier standards coverage



ISO 20400 integrated into procurement practices



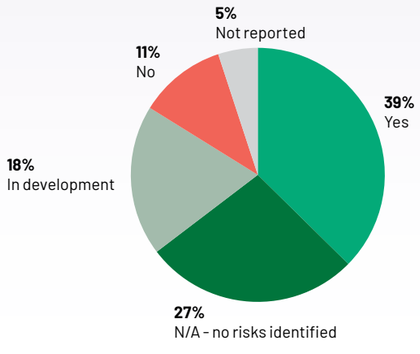
Modern slavery reporting status



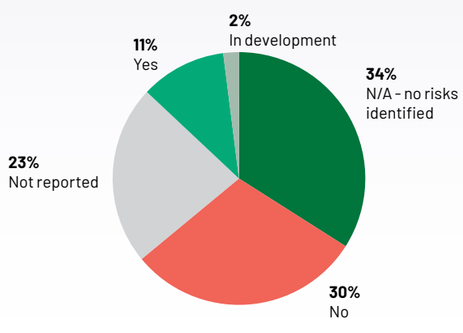
Modern slavery risk assessment



Modern slavery risk mitigation measures evaluated



Remedial action taken for modern slavery risks



Code of Conduct

A code of conduct sets the ethical standards expected of everyone in the firm, and a grievance mechanism allows concerns to be raised when those standards are not met. For law firms, these standards sit alongside the professional conduct rules that govern legal practice.

Codes of conduct are close to universal (95%), and **88% of firms with a code provide training** on it. Access to grievance mechanisms is less consistent:

- **68% of firms have a mechanism open to clients and suppliers as well as staff**, and 30% have one for staff only; and
- **19% use an independent third party to manage it**, while 63% manage it internally with anonymous reporting.

Under the UN Guiding Principles on Business and Human Rights, effective grievance mechanisms are accessible to the people who may be affected by a business, including workers in its supply chain. A mechanism limited to staff cannot serve that purpose. The proposed modern slavery reforms also consider clarifying how grievance mechanisms are reported on.

Enterprise Risk Management

Enterprise risk management (ERM) is how a firm identifies, assesses, and responds to the risks that could affect its operations, reputation, and clients.

The range of risks law firms manage has widened considerably:

- **AML/CTF:** from 1 July 2026, law firms providing certain services must maintain an AML/CTF program, conduct customer due diligence, and report suspicious matters to AUSTRAC.
- **Cyber and privacy:** mandatory ransomware payment reporting began in May 2025, and a new statutory tort for serious invasions of privacy took effect in June 2025. Law firms hold large volumes of sensitive client information and are a recognised target for cyber attacks.
- **Climate:** AASB S2 requires reporting entities to disclose how climate-related risks are integrated into their risk management.

In 2026, **86% of firms had an ERM framework reviewed by leadership**, consistent with 88% in 2025, and 23% also had it reviewed externally. **74% of firms with an ERM framework include sustainability-related risks** in it, unchanged from 2025. **93% have a tested business continuity or emergency response plan**.

The depth of integration varies by topic. 64% of all firms include sustainability-related risks in their ERM framework, but 18% have fully integrated climate risk into their risk management. This suggests sustainability risks are often recognised at a high level in risk frameworks without being assessed in detail.

Key Observations and Outlook

1. **Sustainability resourcing is growing faster than accountability.** More firms have dedicated sustainability roles, but only 16% explicitly include sustainability in leadership KPIs, and most board oversight remains informal.
2. **Public reporting is expanding, largely through required channels.** Modern slavery statements and WGEA reporting account for most external disclosure, while voluntary reporting against international frameworks remains limited. For most firms, AusLSA reporting is their main voluntary disclosure of overall sustainability performance.
3. **Modern slavery risk assessment is ahead of action.** Most firms have assessed their risks, but 11% have taken remedial action and 34% report no risks identified. Proposed reforms will place more weight on due diligence and effectiveness.
4. **Procurement standards have gaps in data security and safety.** These are the areas most directly linked to client confidentiality and firms' legal duties.
5. **The risk landscape is broadening.** AML/CTF obligations, cyber and privacy reforms, and climate disclosure are adding to the risks firms must manage, which makes the depth of ERM integration more important.

Summary

The 2026 results show that the governance structures for responsible business – policies, codes, risk frameworks, and public reporting – are in place across most AusLSA members, and resourcing for sustainability is increasing.

The next stage depends on accountability and follow-through: formal oversight and KPIs for sustainability performance, action on the modern slavery risks firms identify, and grievance mechanisms accessible to everyone affected by a firm's operations. Regulatory reforms in modern slavery, AML/CTF, and climate reporting are moving expectations in the same direction.

Code of Conduct

Organisational code of conduct

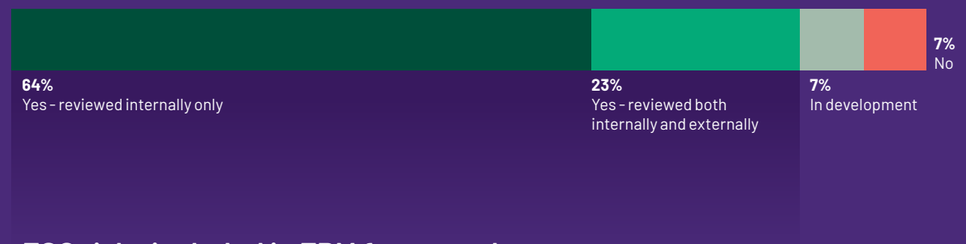


Code of conduct training



Enterprise Risk Management

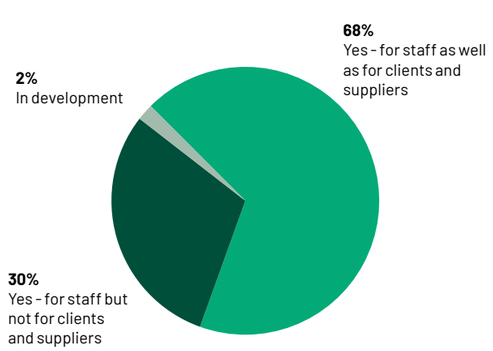
Enterprise Risk Management (ERM) framework



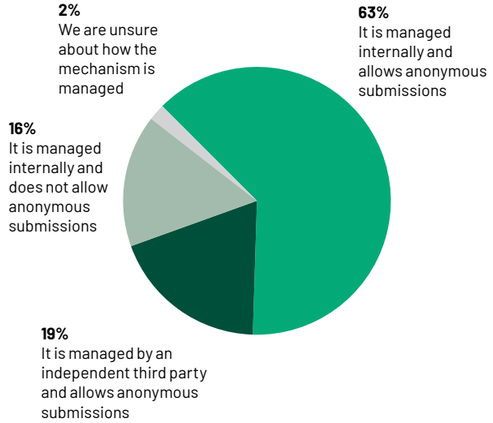
ESG risks included in ERM framework



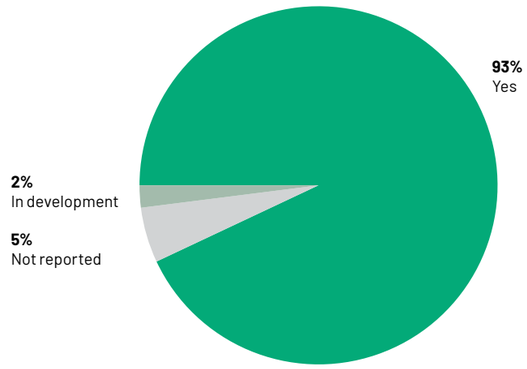
Complaints & grievance mechanism



Grievance mechanism type



Business Continuity Plan (BCP)



Community

Community Volunteering

Legal Pro Bono

Corporate Giving

First Nations Reconciliation

AusLSA members continued to strengthen their community contribution in 2026. Pro bono practice is well governed, and most member firms that are signatories to the National Pro Bono Target report meeting it. In First Nations reconciliation, more firms adopted a Reconciliation Action Plan (RAP), and member plans are more advanced than the national average. Volunteering and corporate giving programs are widespread, although measurement of staff participation remains limited.

This contribution sits alongside a changing national framework. The National Access to Justice Partnership, which began in July 2025, sets Commonwealth funding for legal assistance services over the next five years, and pro bono work continues to complement those services.

Community Volunteering

Corporate volunteering gives staff structured opportunities to support community organisations, and gives those organisations access to skills and capacity they could not otherwise afford. Formal volunteering rates have been declining nationally, which places more pressure on not-for-profit organisations and increases the value of reliable, structured support from businesses.

89% of firms run a firm-coordinated volunteering program, and the remainder support volunteering informally. The most valuable programs draw on professional skills:

- **79% of firms support staff in board and committee roles with community organisations**;
- **61% offer skills-based volunteering**;
- **61% help build the capacity of community legal centres**; and
- **53% offer secondments to not-for-profit or community organisations**.

Participation is harder to sustain. **48% of firms offer dedicated paid volunteer leave**, typically **one day per employee each year**. Among the 23 firms that measure participation, an average of 20% of staff volunteer. Paid leave is one of the most direct ways to increase participation, as it removes the need for staff to volunteer in their own time.

Legal Pro Bono

Pro bono legal work is the most significant community contribution law firms make, because it provides services that only lawyers can deliver. The Australian Pro Bono Centre's National Pro Bono Target sets an aspiration of at least 35 hours of pro bono work per lawyer each year.

The need for pro bono assistance remains high. The National Access to Justice Partnership, which began in July 2025, increased Commonwealth funding for legal aid commissions, community legal centres, and Aboriginal and Torres Strait Islander legal services. However, the Law Council of Australia noted that the funding falls short of what an independent review recommended, and gaps remain in areas such as family and civil law. Pro bono work does not replace funded legal assistance, but it remains an important part of meeting unmet legal need.

Pro bono practice among AusLSA members is well established and well governed:

- **91% of firms have a formally endorsed pro bono strategy**, up from 86% in 2025;
- **84% have an appointed pro bono coordinator**, and 67% of these roles are full-time;
- **84% of firms are signatories to the National Pro Bono Target**, up from 77%; and
- **78% of signatories report that they currently meet the Target**, compared with 76% in 2025.

AusLSA members compare well with the broader profession. Nationally, **57.8% of Target signatories met or exceeded the Target in 2026**, according to the Australian Pro Bono Centre. Members also reported delivering **671,087 pro bono hours** in total, with a median of **10,700 hours per firm**.

Pro bono work is also closely linked to reconciliation. **91% of firms provide pro bono or business support to First Nations communities and organisations**, making it the most common reconciliation activity among members.

Community Volunteering

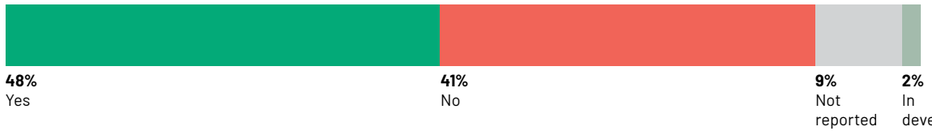
NFP & community volunteering support



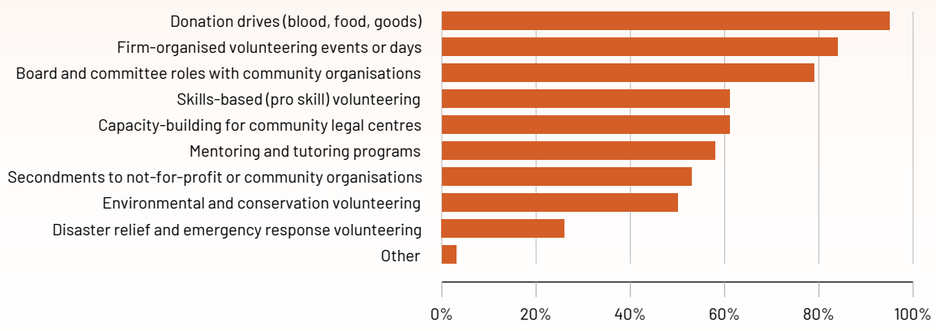
Community volunteering



Paid volunteer leave



Community volunteering initiatives



Legal Pro Bono

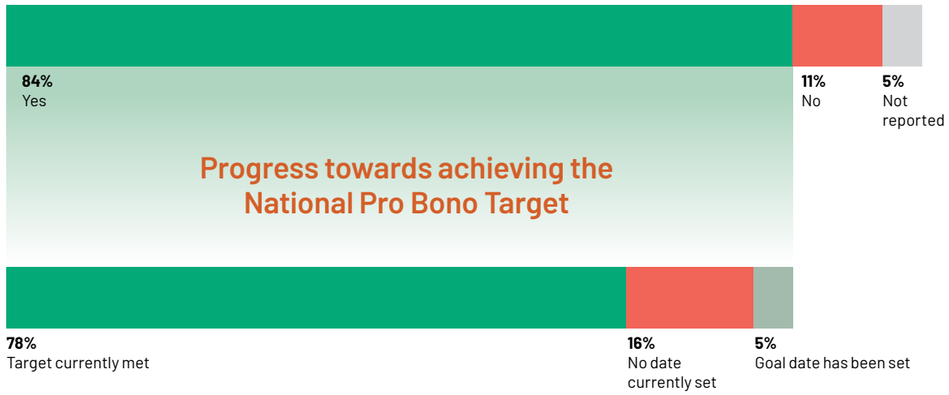
Pro bono strategy



Formally appointed pro bono coordinator



National Pro Bono Target signatory



Corporate Giving

Corporate giving covers donations, workplace giving, and partnerships with charities. The Australian Government has set a goal of doubling philanthropic giving by 2030, and expectations are moving towards long-term partnerships and transparent reporting on the outcomes of giving.

82% of firms have a structured giving strategy or program, consistent with 84% in 2025. The most common approaches are:

- **internal appeals and collections (91%)**;
- **fundraising and charity events (70%)**;
- **workplace giving (68%)**; and
- **matched funding for employee donations (64%)**.

Long-term commitments are less common: **50% of firms have partnerships with charities or community organisations**, and **52% have a charitable foundation or trust**. **34% of firms measure staff participation in giving programs.** Without that data, firms cannot easily assess whether their programs are reaching staff or which forms of giving are most effective.

First Nations Reconciliation

Reconciliation involves building respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians. For the legal sector, it has particular relevance: law firms can contribute legal expertise, professional networks, and career opportunities that support First Nations communities, organisations, and lawyers.

A Reconciliation Action Plan (RAP), developed with Reconciliation Australia, is the main framework for organisations to commit to reconciliation. In 2025, 2,190 organisations reported on their RAPs to Reconciliation Australia, and around 5.9 million people worked or studied in an organisation with a RAP. RAPs progress through four levels – *Reflect*, *Innovate*, *Stretch*, and *Elevate* – from building understanding to embedding reconciliation across the organisation.

RAP adoption grew strongly in 2026:

- **64% of firms have a RAP**, up from 53% in 2025;
- of these 28 firms, **43% are at the Reflect level, 32% at Innovate, and 25% at Stretch**; and
- **70% of firms have a formal reconciliation policy, strategy, or program**, and 68% of these have both an officer and a committee responsible for it.

Member firms are more likely than organisations nationally to hold an advanced plan. 25% of member RAPs are at the Stretch level, compared with 7% of the 2,190 RAPs reported to Reconciliation Australia in 2025. At the same time, 43% of member RAPs are at the Reflect level, so many firms are early in their reconciliation journey. The next step for these firms is to move from building understanding to measurable commitments.

Firms' reconciliation activities are strongest where they draw on legal and organisational capability:

- **91% provide pro bono or business support to First Nations communities and organisations**;
- **81% invest in cultural capability and learning**; and
- **79% participate in reconciliation events** such as NAIDOC Week.

Activities that build First Nations participation within firms are less common. **51% have staff support and cultural safety measures**, **42% offer First Nations employment pathways**, and **37% offer secondments or volunteering with First Nations organisations**. These measures support First Nations economic participation and help make firms places where First Nations lawyers can build long-term careers.

Key Observations and Outlook

1. **Pro bono remains the sector's defining community contribution.** Most member firms meet the National Pro Bono Target, above the national rate, and pro bono is increasingly governed through formal strategies and full-time coordinators.
2. **RAP adoption is growing, and member plans are more advanced than the national average.** RAP adoption rose from 53% to 64% of firms, and 25% of member RAPs are at the Stretch level, compared with 7% nationally. However, 43% are at the Reflect level. Progress to Innovate and Stretch plans will show whether commitments are becoming embedded.
3. **Reconciliation is stronger outside the firm than within it.** Firms provide extensive pro bono support to First Nations organisations, but fewer have employment pathways or cultural safety measures for First Nations staff.
4. **Legal expertise is a firm's most direct contribution to reconciliation.** Pro bono and business support for First Nations communities and organisations is the most common reconciliation activity among members, and the area where law firms' skills are most directly applied.
5. **Participation is not widely measured.** 52% of firms track volunteering participation, and 34% track participation in giving.

Summary

The 2026 results show strong and well-governed community contribution across AusLSA members, led by pro bono practice and growing reconciliation commitments. Members' pro bono performance compares well with the broader profession, and RAP adoption has increased substantially.

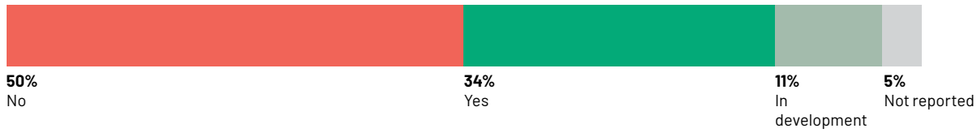
The next stage depends on depth and measurement: progressing RAPs beyond the Reflect level, building First Nations participation within firms, and measuring the outcomes of volunteering, giving, and pro bono work for the communities they serve.

Corporate Giving

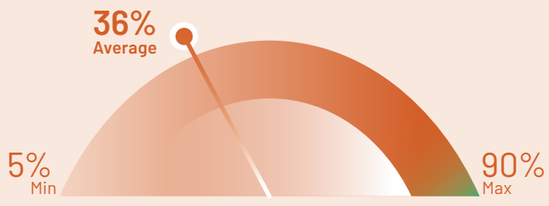
Formal corporate giving strategy or program



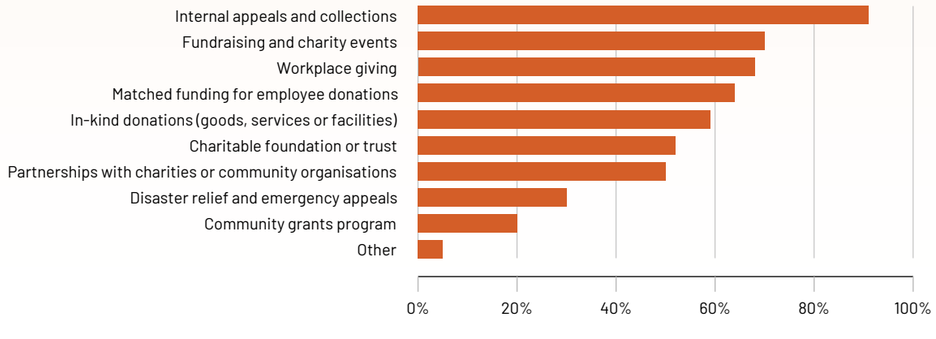
Employee participation in corporate giving programs measured



Corporate giving

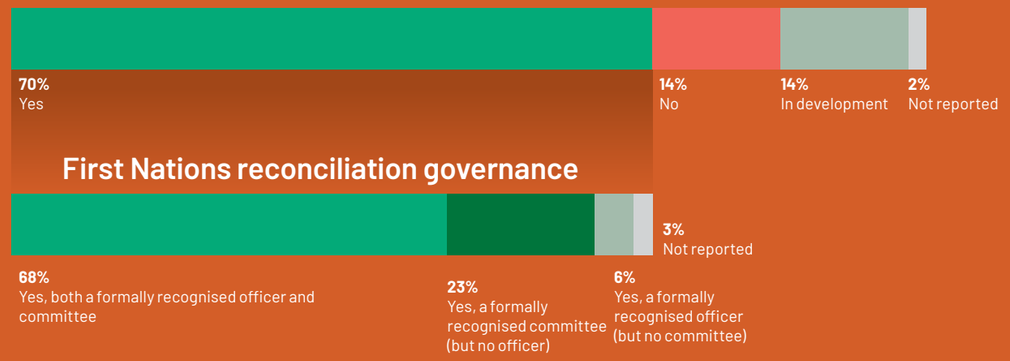


Corporate giving initiatives

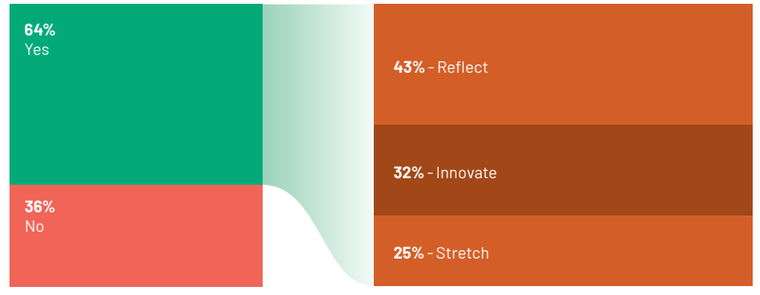


First Nations Reconciliation

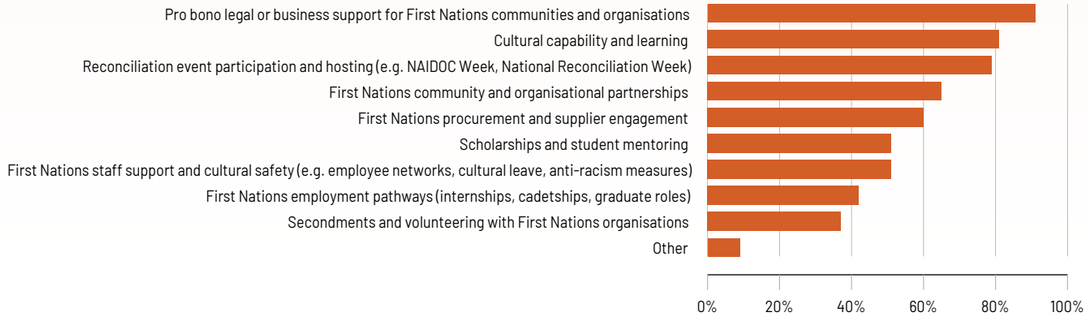
Formal First Nations reconciliation policy, strategy, or program



Reconciliation Action Plan (RAP)



First Nations reconciliation initiatives



Practical steps for developing a meaningful RAP



Adrienne Trumbull
Principal and Director at Hive Legal



Zachary Armytage
Aboriginal Legal Access Program Coordinator at Community Legal Centres NSW

Stories from the RAP Network, the second webinar in AusLSA's 2026 series on First Nations reconciliation with Reconciliation Australia, featured Adrienne Trumbull, Principal and Director at Hive Legal, and Zachary Armytage, Aboriginal Legal Access Program Coordinator at Community Legal Centres NSW, Co-Chair of the Legal Profession Reconciliation Network and Co-Convenor of the National Aboriginal & Torres Strait Islander Men's Network for Community Legal Centres Australia.

They outlined practical steps for firms at any RAP level:

Seek First Nations guidance without placing the burden on First Nations staff.
Zachary Armytage explained that reconciliation is the responsibility of the organisation that holds the power to make change, so First Nations staff should advise and guide rather than drive and do the legwork of the RAP development. Hive Legal has an external First Nations representative advising its RAP committee, while decisions and accountability remain with the firm.

Build the foundations first.
Before recruiting First Nations staff or partnering with First Nations organisations, firms should implement cultural safety and anti-racism frameworks that sit within governance and compliance structures that include internal capability through both cultural safety and anti-racism training, as cultural understanding alone does not address racism. Relationships can then be built through the Legal Profession Reconciliation Network, First Nations legal professional bodies, law schools, and internships.

Create pathways beyond entry level.
Hive Legal's First Nations internship is aimed at law students without law firm experience, including providing opportunities for students in remote areas who take part through hybrid or remote work. Zachary Armytage urged firms to also consider how First Nations lawyers progress from graduate roles to partnership, advising firms to engage in 'Pathways to Equity' work by the Legal Profession Reconciliation Network.

Provide independent support.
Much workplace racism falls below the threshold of anti-discrimination law, and, due to the power imbalance, junior staff are more likely to leave than to raise it. Zachary Armytage described external cultural supervision that enables First Nations staff to raise concerns confidentially and provides cultural support.

Independent racism complaints mechanism.
Due to the structural power imbalance, it is significantly unsafe for First Nations staff to raise racism complaints with the same management structure that is often the source of the racism complaint. Zachary Armytage advises firms to partner with First Nations anti-racism professionals to outsource the management of racism complaints, with responses ranging from organisational training to a formal grievance, and monthly cultural supervision for their managers. He framed improperly managed responses as enterprise risks.

Reflect culture in policy.
Policies that recognise cultural obligations build trust and confidence that a firm will be a culturally safe place to work. Hive Legal introduced cultural, ceremonial, and sorry business leave on advice from First Nations advisers, and applicants have told the firm this gives them greater confidence in joining it.

AusLSA
Member Profiles

2026 Individual Reports

This section presents the individual member profiles of each firm that chose to publish its FY26 sustainability reporting information. Each profile summarises the firm's policies, initiatives, and performance across the four pillars of AusLSA's Sustainability Reporting Framework—Environment, People, Governance, and Community—using the same measures as the sector results.

Member profiles cover each firm's Australian offices and operations only. For firms with international offices, results do not include operations outside Australia.

AusLSA Reporting Members

AUS LSA AUSTRALIAN LEGAL SECTOR ALLIANCE

Executive Members

CLAYTON UTZ

DLA PIPER

Gilbert +Tobin

LANDER & ROGERS

Maddocks

NORTON ROSE FULBRIGHT

General Members

A&O SHEARMAN

Barry Nilsson

CORRS CHAMBERS WESTGARTH

gadens

JACKSON McDONALD MULTI-SECTOR LAW

MALLESONS

mullins MORE THAN LAW

Thomsons

ADDISONS

Bartier Perry LAWYERS

DENTONS

GilchristConnell

K&L GATES

Lawyers McCullough Robertson

RK Russell Kennedy

Turks.

Allens

CARROLL & O'DEA LAWYERS

FAL LAWYERS

Hall&Wilcox smarter law

LANTERN LEGAL GROUP

McInnesWilson LAWYERS

Sparke•Helmore

WK WOTTON KEARNEY

ASHURST PERKINS COIE

CLYDE&CO Successful risk navigation

FB RICE IP The IP Navigators

HICKSONS HUNT&HUNT HOLMAN WEBB

macpherson kelley.

MinterEllison.

STANTON & STANTON

Baker McKenzie.

Colin Biggers & Paisley

FPA Patent Attorneys

HOLDING REDLICH

maddens

MORAY&AGNEW LAWYERS

Swaab

Legend

Highlighted colour indicates a **Yes** response.

Grey colour indicates **Not in place** / **In development** / **Not reported***

* Where an item is not indicated as active, this should not necessarily be interpreted as confirmation that no related initiative or commitment exists, as measures may be under development.

Environment

Environmental Management

Environmental Policy	A formal policy setting out the firm's commitment to managing and reducing its environmental impacts.
Environmental Targets	Measurable targets for improving environmental performance, such as reducing energy use, waste, or paper consumption.
Environmental Management System (EMS)	A structured system to monitor, manage, and improve environmental performance. "Certified" is shown where the EMS is externally certified to a recognised standard, such as ISO 14001 or AEMS.

Climate Action

GHG Reduction Policy	A formal policy committing the firm to reduce its greenhouse gas emissions.
GHG Reduction Target	A measurable target to reduce greenhouse gas emissions by a set date.
Near-term SBT	A science-based target to reduce emissions by 2030 or earlier, in line with Science Based Targets initiative (SBTi) criteria.
Net Zero SBT	A long-term science-based target to reach net-zero emissions, in line with the SBTi Net-Zero Standard.
Climate Action Plan	A structured decarbonisation plan outlining actions, timelines, and responsibilities for reducing emissions and responding to climate risks.

People

Flexible Working

Flexible Working Policy	A formal policy supporting flexible work arrangements beyond statutory minimum requirements.
Employer Parental Leave Scheme	Paid parental leave funded by the firm, in addition to the Australian Government's Paid Parental Leave scheme.

Diversity & Inclusion

Diversity & Inclusion Policy	A formal policy promoting an inclusive workplace and supporting diversity at all levels of the firm.

Employee Wellbeing

Psychosocial Wellbeing Policy	A formal policy or strategy to manage psychosocial risks and support mental health and wellbeing.
Physical Wellbeing Policy	A formal policy or strategy supporting healthy work environments and initiatives that promote physical wellbeing.

Staff Development

Staff Development Program	A program providing training, development, and continued education for staff and partners.

Gender Equality

Gender Equality Policy	A formal policy addressing gender equality in recruitment, development, and workplace practices.
Gender Equality Target	Measurable targets to improve gender balance, including in senior roles and partnership.

Governance

Sustainability Governance & Reporting

External Sustainability Reporting	Public reporting on the firm's sustainability performance beyond AusLSA reporting, such as a sustainability report, modern slavery statement, or WGEA report.
Promotion of AusLSA Reporting	The firm promotes its participation in AusLSA reporting on its website.
Sustainability Strategy Board Oversight	The firm's board or highest governance body oversees its sustainability strategy and performance.
ESG Included in Executive KPIs	Environmental, social, and governance (ESG) performance is explicitly included and measured in the KPIs used to assess the firm's executives.

Risk Management

ERM Framework	A risk management framework, regularly reviewed by leadership, for identifying, assessing, and managing organisational risks.
Sustainability Risks Included in ERM Framework	Sustainability-related risks are formally identified and managed through the firm's enterprise risk management framework.
Business Continuity / Emergency Response Plan (BCP / ERP)	A documented, regularly tested plan for how the firm prepares for and responds to operational disruptions or emergencies.

Sustainable Procurement

Sustainable Procurement Policy	A formal policy guiding purchasing decisions that consider environmental and social impacts.
ISO 20400 Standard	Sustainability is integrated into procurement practices in line with ISO 20400, the international standard for sustainable procurement.
Modern Slavery Risk Assessment	A formal assessment of modern slavery risks in the firm's operations and supply chains.
Modern Slavery Act Reporting	The firm reports under the Modern Slavery Act 2018 (Cth), as a required or voluntary reporting entity, and publishes an annual modern slavery statement.

Code of Conduct

Code of Conduct	A formal code setting out the ethical behaviour and professional standards expected of partners and staff.
Code of Conduct Training	Training to ensure partners and staff understand and apply the firm's code of conduct.
Complaints & Grievance Mechanism	A documented process for staff and external stakeholders to raise concerns or complaints.

Community

Community Volunteering

Community Volunteering	The firm coordinates or formally supports staff participation in community volunteering.
Employee Volunteering Participation Rate	The percentage of the firm's employees who took part in community volunteering during the year.
Paid Volunteer Leave	Dedicated paid leave for staff and partners to volunteer with community or not-for-profit organisations.
Paid Volunteer Leave Days Offered	The number of days of paid volunteer leave available to each employee per year.

Legal Pro Bono

Pro Bono Strategy	A formally endorsed strategy setting out how the firm delivers and manages legal pro bono work.
Pro Bono Target Signatory	The firm is a signatory to the Australian Pro Bono Centre's National Pro Bono Target of at least 35 hours per lawyer per year.
Legal Pro Bono Hours	The total hours of pro bono legal work the firm delivered during the year.

Corporate Giving

Formal Giving Program	A structured, documented strategy or program for charitable giving, fundraising, or community investment.

First Nations Reconciliation

First Nations Reconciliation Strategy	A formally approved policy, strategy, or program for advancing reconciliation with Aboriginal and Torres Strait Islander peoples.
Reconciliation Action Plan	A Reconciliation Action Plan endorsed by Reconciliation Australia, at the Reflect, Innovate, Stretch, or Elevate level.

CLAYTON UTZ

Clayton Utz

Headcount (FTE):	1,509
Floor Area:	33,735
Number of Offices:	6

About Clayton Utz:

Clayton Utz is a leader in legal services, bringing together teams of committed and collaborative lawyers who work to provide our clients with the right solutions and bring value to their businesses.

We are much more than our commercial client work. We have a genuine commitment to environmental sustainability, community, diversity & inclusion, and pro bono which is evident through our external commitments. We are a founding member of AusLSA and have been recognised as a WGEA Employer of Choice for Gender Equality for the last 10 years.

Clayton Utz was also the first law firm to become an Australian Workplace Equality Index Platinum Employer, reflecting our long-term leadership in LGBTQIA+ inclusion. With FY26 being the eleventh year in a row that we have averaged over 50 pro bono hours per lawyer, pro bono is an entrenched part of our lawyers' everyday practice.

CLAYTON UTZ

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

We aim to minimise our use of resources, maximise re-use and recycle where possible. To do this, we focus on understanding and measuring our environmental impacts and implementing systems and processes to measure, reduce and report our greenhouse gas emissions across Scope 1, 2 and 3 categories. We incorporate sustainability into our strategic decision making with respect to our premises, procurement and office furnishings and fittings to drive measurable reductions in our carbon footprint.

We measure our emissions in line with the Greenhouse Gas Protocol and pursue direct emissions reductions before carbon credit offsetting. We procure carbon credits through independently verified carbon crediting programmes that meet our requirements for third-party verification. We continue to procure renewable energy and source 100% renewable electricity for our Sydney, Melbourne and Canberra offices. Beyond carbon and energy, we are committed to addressing our broader environmental and social impacts, including waste diversion, sustainable procurement and supply chain responsibility.

Our People

Our values of authenticity, belonging, collaboration, diversity of thought, and entrepreneurial spirit underpin our workplace culture and our people strategy, comprising these key pillars:

Sustainable high performing workforce - utilising technology to design our future workforce and attract the best people to our firm.

Engaging people, experience and culture - including measuring our people's experience regularly to make sure we understand what we're doing well and where we could improve.

Talent and career management - we're continuously reviewing our talent management frameworks, to support our people's performance, development and growth, and recognising their contributions.

Developing our partners and employees - our learning and development focuses on learning that aligns with different career stages, leadership and mentoring programs, and self-initiated professional education.

Health, safety and wellbeing - our broad range of health, safety and wellbeing programs are essential to caring for our people, promoting sustainable high performance, meeting our legal and regulatory obligations and aligning with the expectations of a modern workplace.

Diversity & Inclusion - we continue to progress our established strategy, which covers gender, flexibility, LGBTIQA+ inclusion, cultural diversity and disability. We educate our leaders and encourage participation in internal interest groups.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	25	0.2%
Scope 2 Electricity	360	2.6%
Scope 3 Total Emissions	13,400	97.2%
Total *(Gross)* (tCO_2e)	**13,785**	**Per Person 9.14**
Carbon offsets (tCO_2e)	13,773	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	5,765	43.0%
Capital Goods	2,694	20.1%
Fuel & Energy-Related Activities	51	0.4%
Upstream Transportation & Distribution	125	0.9%
Waste Generated in Operations	344	2.6%
Business Travel	2,210	16.5%
Employee Commuting	1,118	8.3%
Upstream Leased Assets	1,093	8.2%

Waste & Resources

Offices with waste facilities:

- Organic Waste 83%
- e-Waste Recycling 83%
- Paper Recycling 100%
- Commingled Recycling 83%

Paper Use

Total	Per Person
41,770kg	28kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	66%	33%	1%
Legal Staff	40%	59%	1%
Non-Legal Staff	29%	67%	4%
Promoted into Senior Roles	43%	55%	2%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS (Certified)

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness
- Environmental compliance audits or legal register
- Environmental materiality or impact assessment
- CitySwitch signatory
- Green Star certification (fit-out or building)
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Electrification of building services or phasing out natural gas
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Air travel policy or reduction measures
- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Waste audits or composition assessments
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Surplus food donation or redistribution
- Landfill diversion target or tracking
- Circular economy partnerships or initiatives

Activities & Initiatives

FLEXIBLE WORKING

- Volunteering Leave, Religious/Cultural leave, family and domestic violence leave, study/professional development leave, childcare support, flexibility for disability needs, formal flexible work policy
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Purchased (additional) leave
- Phased retirement
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Career breaks or sabbaticals
- Childcare support

STAFF DEVELOPMENT

- Internally delivered training programs, Attending external training or seminars, Internal Policy training, Substantive Law
- Secondments (client or in-house)
- Legal project management
- Leadership and management development
- Coaching (professional or executive)
- Structured career and competency frameworks
- Business development and client relationship skills
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal technology and AI capability
- Mentoring programs

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)

CLAYTON UTZ

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

We have a robust governance structure to support our risk management approach, with a Finance Risk and Audit Committee sub-committee forming part of our firm's Board, supported by a Risk Management Team and Office of General Counsel.

Our approach to risk and governance is set out in our Risk Appetite Statement and Risk Management Framework. Risk Appetite is embedded through our key policy documents including our Partner Handbook, Employee Handbook, Risk Management Handbook, ISMS and WHSMS. On-boarding training and regular risk management training are provided to all partners and employees to ensure they are familiar with key policies and expectations.

We also have a Cyber Security Board which oversees our approach to information security. We are whole of firm ISO27001 certified as assessed by SAI Global. Clayton Utz has a mature crisis management, business continuity and disaster recovery approach, which is reviewed, updated and tested annually.

Our Community

We continued our established community partnerships with over 20 charities across the country to connect our people and utilise their resources, skills and enthusiasm. Through grants from the Clayton Utz Foundation and in office fundraising, we donated over $1 million to 44 charities.

This year we granted the Clayton Utz Access to Justice Award to Youthlaw - Young People's Legal Rights Inc, offering $150,000 to support an innovative access to justice program, plus pro bono legal support. Youthlaw is a Victoria-based community legal centre providing assistance to people under 25. The $150,000 grant will help Youthlaw establish its "Young Care Leavers Legal Service" — a first-of-its-kind service for young people transitioning from out-of-home care in Victoria.

We are working to develop First Nations cultural capability across our people and practice. The process is ongoing, and we are committed to cultural safety, removing barriers, and meeting the cultural needs of our people and workplace. The firm procured over $1.2 million in goods and services from First Nations owned businesses, and 12.29% of CU Foundation grants were to programs supporting First Nations people.

Pro bono work is fundamental to who we are as a firm, and part of our lawyers' everyday practice. We have provided over one million pro bono hours since we established our Pro Bono practice in 1997, and we were named (for the third time) the Global Pro Bono Firm of the Year at the Lexology Index Awards in London. In FY26 we provided 55,950 pro bono hours, averaging 63 hours per lawyer, acting for 880 people (and advising 678 more at legal clinics), along with 254 NFPs.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 36% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 55,950 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Modern Slavery Statement publication
- Carbon Credit Retirement Certificate
- Standalone sustainability or sustainability report

SUPPLIER STANDARD COVERAGE

- Data security and confidentiality
- Community and social impact
- Diversity, equity, and inclusion (DEI)
- Engagement with social enterprise or Indigenous suppliers
- Environmental sustainability and climate impacts
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Board and committee roles with community organisations
- Capacity-building for community legal centres
- Firm-organised volunteering events or days
- Mentoring and tutoring programs
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Community grants program
- Disaster relief and emergency appeals
- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Charitable foundation or trust
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning
- Secondments and volunteering with First Nations organisations
- First Nations community and organisational partnerships
- Scholarships and student mentoring
- First Nations procurement and supplier engagement

DLA PIPER

Headcount (FTE):	509
Floor Area:	11,516
Number of Offices:	4

About DLA PIPER:

DLA Piper is a global law firm committed to helping clients succeed wherever they do business. With offices across Europe, the Middle East, Africa, and Asia Pacific, we deliver exceptional outcomes on cross-border projects, critical transactions, and high-stakes disputes.

We embed sustainability into the fabric of our firm – supporting clients in managing their societal and environmental impact while actively improving our own. Our responsible business priorities span climate action, social impact, and inclusive culture. We aim to halve emissions by 2030 and become a net-zero law firm by 2040, with targets approved by the Science Based Targets initiative.

We empower underrepresented communities through initiatives like Head Start and the Global Scholarships Programme, and we collaborate with clients and suppliers to drive positive sustainability outcomes. Our governance includes board-level oversight and firm-wide engagement, including carbon literacy training and local sustainability champions.

DLA Piper is a signatory to the UN Global Compact and holds ISO 14001 and 50001 certifications. We've earned top sustainability ratings from CDP, EcoVadis, and Impactvise, and our pioneering corporate solar PPA will power our UK and EU offices with renewable energy.

Through innovation and impact, we help build a fairer, more sustainable future.

DLA PIPER

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

For DLA Piper, action on climate change is our biggest environmental priority. In August 2021 we set a science-based target for carbon reduction to reduce our Scope 1, 2 and 3 emissions by 50% by 2030. This target has been validated by the Science Based Targets initiative, and we have now gone further and set a net zero by 2040 target, which is currently in the process of validation by SBTi.

Our Board holds ultimate responsibility for our environmental performance. The role of Managing Director, Sustainability & Resilience, which sits on the Executive Committee, is responsible for coordinating and intensifying our actions across Sustainability and Responsible Business. The Managing Director is supported by various committees and working groups that drive forward our sustainability strategy and execute action plans.

We have several firm-wide policies around environmental sustainability, including Environmental Sustainability policy, Energy and Climate Change policy, Sustainable Procurement Policy, and Supplier Code of Conduct.

We are certified to ISO 14001 globally, and have plans for ISO 45001 and ISO 50001 certification. We are signatories of the UNGC and annually report our progress against the 10 principles via our Sustainability Report.

Our People

Operating in the legal industry involves complex work, significant client demands, and long working hours which we recognise can make it challenging to prioritise wellbeing. However, we continually explore new and innovative ways of working to reduce existing stressors and strive to support our employees in protecting their own wellbeing and the wellbeing of others.

Our goal is to create an organisation where everyone can thrive. We will deliver exceptional work for our firm and clients, while supporting our own, and others' wellbeing. We can't eliminate all sources of workplace stress, but there are things we can all do to better mitigate, manage, and recover from it. In FY26, our firmwide Employee Engagement Survey recorded a wellbeing index score of 72%. While this demonstrates that many colleagues feel supported in managing their wellbeing, we recognise there is more to do to ensure all our people can thrive and build sustainable careers.

DLA Piper International is a professional services business and with most of our work done in offices, our risk of workplace accidents is relatively low. However, accidents can happen, and we view workplace safety as a high priority alongside mental health and wellbeing.

Our International Health and Wellbeing Steering Committee oversees our health and wellbeing strategy. The steering committee is made up of leaders from across the firm, who meet regularly to review progress and discuss strategy implementation. The committee also helps gain executive sponsorship where necessary. Health and Wellbeing is part of the Boardroom agenda.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	23.6	0.5%
Scope 2 Electricity *(Location-based)*	489	-
Scope 2 Electricity *(Market-based)*	273	5.5%
Scope 3 Total Emissions	4,653	94.0%
Total *(Gross – Location-based)** (tCO_2e)	**5,178**	**Per Person 10.17**
Total *(Gross – Market-based)* (tCO_2e)	**4,949**	**Per Person 9.72**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	3,199	69.0%
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	41	1.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	1,413	30.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total 16,480kg | Per Person 32kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	67%	33%	0%
Legal Staff	39%	61%	0%
Non-Legal Staff	34%	66%	0%
Promoted into Senior Roles	46%	54%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS (Certified)

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT (2030)
- Net Zero SBT (2040)
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Environmental materiality or impact assessment
- NABERS rating (Energy, Water or Waste)
- Environmental compliance audits or legal register
- CitySwitch signatory
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Electrification of building services or phasing out natural gas
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Waste audits or composition assessments
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Landfill diversion target or tracking
- Internal waste education or behaviour change campaigns
- Surplus food donation or redistribution
- IT and electronic equipment reuse, donation, or recycling
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Part-time or reduced-hours arrangements
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Phased retirement
- Flexible working hours or time in lieu (TOIL)
- Career breaks or sabbaticals
- Childcare support
- Fertility or reproductive leave
- Purchased (additional) leave

STAFF DEVELOPMENT

- Secondments (client or in-house)
- Structured career and competency frameworks
- Legal project management
- Coaching (professional or executive)
- Leadership and management development
- Legal technology and AI capability
- Business development and client relationship skills
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Mentoring programs

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Transparent promotion and progression criteria
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)

DLA PIPER

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Sustainability governance at DLA Piper International provides executive oversight, integrates sustainability into enterprise risk and strategy processes, and supports delivery against stakeholder expectations. During FY26 sustainability governance remained unchanged with the International Board retaining oversight of strategy, policies, risks and opportunities and the International Executive responsibility for day to day management. Following a new Members Agreement effective 1 May 2026, the International Management Team replaced the International Executive and previous updates on sustainability progress to the Board and Executive will be replaced with updates to the International Management Team.

From May 2026, sustainability updates will be provided twice a year to the firm's International Management Team (formerly the International Executive Committee) including on our net zero and near-term carbon reduction targets. The International Management Team will review performance updates from the Managing Director (MD) Sustainability and the Chief Operating Officer, and endorse operational priorities.

The Audit and Risk Committee meets three to four times per year and is responsible for overseeing the robustness and effectiveness of the firm's risk management and internal control framework on a broad range of risks, including climate risks and other sustainability areas.

During FY26, the Global Co-CEO was accountable for the firm's sustainability strategy and was supported by the Managing Director, Sustainability, the Chief Operating Officer and senior leaders across the business. Strategic oversight and coordination were provided by the Sustainability Steering Committee, which brought together representatives from across the firm to guide priorities, monitor progress and promote alignment across functions.

Day-to-day delivery was and continues to be led by the Responsible Business, Sustainability Strategy and Pro Bono teams, working closely with business functions, practice groups, and subject matter experts across the firm. During FY26, governance was further strengthened through our Double Materiality Assessment (DMA), which provides a structured basis for identifying, prioritising, and assigning ownership of our most significant sustainability impacts, risks and opportunities, helping into decision-making and continuous improvement across the firm.

Our Community

DLA Piper is committed to actively participating in the wider community, as individuals and as a firm. To address access to justice gaps, we provide pro bono legal advice to marginalized individuals and communities, and provide pro bono legal services to more than 100 Australian and international charities and governments in developing countries every year. We are also committed to addressing barriers faced by underrepresented groups entering the legal profession and delivering programs that support a more inclusive legal profession. Two examples are our Global Scholarship Program and Head Start Program. Our Global Scholarship Program is a 2 year bespoke scholarship that supports law students from Africa, South and West Asia, South Pacific and Latin America with mentoring, networking, career workshops and internships, as well paying for their university tuition fees. Our Head Start program gives talented young people from underrepresented groups support to enter and succeed in the legal profession. In Australia, we partner with CareerTrackers and provide paid internships to First Nations law students.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate: -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered: 2

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 9,916

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Standalone sustainability report
- UN Global Compact (Communication on Progress)
- Modern Slavery Statement publication
- CDP reporting
- GRI (Global Reporting Initiative) reporting

SUPPLIER STANDARD COVERAGE

- Modern slavery and human rights
- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Environmental sustainability and climate impacts

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Not applicable

CORPORATE GIVING

- Disaster relief and emergency appeals
- Workplace giving
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations procurement and supplier engagement
- First Nations community and organisational partnerships
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations
- First Nations employment pathways (internships, cadetships, graduate roles)
- Scholarships and student mentoring

Gilbert + Tobin

Gilbert + Tobin

Headcount (FTE):	1,164
Floor Area:	14,565
Number of Offices:	4

About Gilbert + Tobin:

Being an outstanding corporate citizen is a core part of G+T's firm strategy and shapes how we approach our responsibilities to our people, communities and the environment.

Our corporate responsibility approach focuses on how we can use our capabilities, resources and influence to contribute to positive social and environmental outcomes, while operating with integrity and accountability.

Our priorities include improving access to justice, advancing reconciliation with First Nations peoples, building long-term community partnerships, creating an inclusive and supportive workplace, reducing our environmental impact and strengthening the governance of our sustainability commitments.

These priorities are reflected in practical, long-term action. Pro bono has been part of G+T since 1988 and remains a significant firm-wide commitment. In 2026 we launched our Stretch Reconciliation Action Plan 2026–29, building on a reconciliation journey that began with our first RAP in 2008.

We continue to invest in enduring community partnerships and charitable giving, while progressing our climate transition planning and emissions reduction initiatives.

Across these areas, we focus on meaningful action, measurable progress and sustained partnerships that create positive outcomes for our people and communities.

Gilbert + Tobin

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Environmental sustainability is a core element of our corporate responsibility strategy. Our priorities are reducing our environmental footprint, strengthening climate governance and risk management, improving the efficiency of our offices, and developing a credible pathway for long-term emissions reduction.

We have comprehensively measured our greenhouse gas emissions since 2019, providing a consistent basis for tracking performance. We source 100% renewable electricity across our Australian offices, eliminating our market-based Scope 2 emissions.

We also focus on the environmental performance of our workplaces. Our offices have achieved strong NABERS Energy ratings, including 5.5 stars in Sydney and 5 stars in Melbourne and Perth.

During FY2026, we continued to strengthen our approach to climate action, including further developing our assessment of climate-related risks and opportunities and commencing development of a climate transition plan. This work will support our approach to governance, risk management, emissions reduction and target setting, including our ambition to achieve 40% emissions reduction by 2030, from our FY2019 base year.

We continue to focus on practical emissions reduction, robust measurement and progressively integrating climate considerations into the way we operate.

Our People

G+T is committed to fostering a diverse, inclusive and high-performing workplace where our people feel supported, respected and empowered to thrive, underpinned by structured policies and practices that promote equality, wellbeing, flexibility and career development.

We champion gender equality, with women representing 40% of partners, 64% of special counsel and 60% of management, the lowest gender pay gap (8.1%) among top-tier firms and 17 years as a WGEA Employer of Choice. We continue to focus on gender equality through initiatives including our Path to Partnership events and our gender-neutral parental leave policy which provides 26 weeks of paid leave, regardless of gender, family structure or carer status.

Our Diversity Council supports action across cultural and social inclusion, disability and accessibility, First Nations, gender and LGBTQ+ inclusion. Recent initiatives include our second Disability Inclusion and Access Plan 2025–27, participation in Diversity Council Australia's RISE program, our Diversity Mentoring Program and Stretch Reconciliation Action Plan 2026-29.

Employee wellbeing is supported through more than 40 trained Mental Health First Aiders and Advanced Mental Health training for all leaders. We invest in professional development, mentoring and career progression to help our people build capability and achieve their potential.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	2.8	0.2%
Scope 2 Electricity *(Location-based)*	592	-
Scope 2 Electricity *(Market-based)*	0	0%
Scope 3 Total Emissions	1,241	99.8%
Total *(Gross – Location-based)** (tCO_2e)	**1,836**	**Per Person 1.58**
Total *(Gross – Market-based)* (tCO_2e)	**1,244**	**Per Person 1.07**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	0.6	0.0%
Waste Generated in Operations	32	2.6%
Business Travel	1,209	97.4%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 1,343

Waste & Resources

Offices with waste facilities:

- Organic Waste 75%
- e-Waste Recycling 75%
- Paper Recycling 100%
- Commingled Recycling 75%

Paper Use

Total	Per Person
14,462kg	12kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	60%	40%	0%
Legal Staff	41%	59%	0%
Non-Legal Staff	31%	69%	0%
Promoted into Senior Roles	50%	50%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- CitySwitch signatory
- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)
- NABERS rating (Energy, Water or Waste)
- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness

CLIMATE ACTION

- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Air travel policy or reduction measures
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Formal flexible work policy, Time in lieu (TOIL), Unpaid personal leave, carer's leave, family and domestic violence leave, study/professional development leave, volunteering leave, religious/cultural leave, flexibility for disability needs
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Phased retirement
- Purchased (additional) leave
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Remote or hybrid work options
- Part-time or reduced-hours arrangements

STAFF DEVELOPMENT

- Workplace conduct, safety and wellbeing training (eg. sexual harassment prevention, bullying prevention, work health + safety, mental health awareness, mental health first aid, anti-racism, cultural awareness and anti-racism, family and domestic violence); AML/CTF training
- Business development and client relationship skills
- Leadership and management development
- Cultural awareness and antiracism
- Secondments (client or in-house)
- Legal project management
- Legal technology and AI capability
- Coaching (professional or executive)
- Mentoring programs
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Diversity Council Australia major sponsor showcasing gender diversity experiences, Diversity Council Australia partnership and Diverse women in law sponsorship, Founding signatory to the Law Council of Australia's Gender Equitable Briefing Policy, Female advancement mentoring and coaching, 26 weeks parental leave and reproductive health support, coaching for parents pre, during, and upon return from leave, host/lead external programs or forums, internal DE+I networks and committees, recognise and celebrate international womens day and womens health week, recognise international day for the elimination of violence against women, path to partnership events for junior to mid-lawyers, sexual harassment and gender equality programs/initiatives, unconscious bias training
- Equitable briefing policy (Law Council / CommBar model)
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Menopause and reproductive health support
- Bias-reviewed recruitment and promotion

Gilbert + Tobin

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Governance underpins G+T's approach to ethical conduct, accountability and the delivery of our ESG commitments. Our priorities are strong oversight, effective risk management, responsible business practices and transparent reporting.

The Board provides oversight of the firm's strategy and performance, supported by specialist governance bodies including the Risk Committee, People Leaders Group, Remuneration Committee and Sustainability Leadership Team. ESG matters are overseen through these structures, with operational responsibility shared across relevant business functions.

Our Compliance, Legal and Risk team administers the firm's Risk Management Framework, supporting compliance with legal and regulatory obligations and the identification, assessment and management of enterprise risks, including emerging ESG-related risks.

We also continue to strengthen responsible procurement and supply chain governance through supplier due diligence, modern slavery risk assessment and reporting under the Modern Slavery Act 2018 (Cth).

Our governance framework is supported by formal policies, codes of conduct, training and grievance mechanisms designed to promote ethical behaviour and accountability. We also maintain ISO 27001 certification for information security and ISO 22301 certification for business continuity, supporting the resilience and integrity of our operations.

Our Community

G+T is committed to contributing to stronger, more inclusive communities through pro bono legal work, long-term community partnerships, volunteering, corporate giving and First Nations reconciliation.

A major focus in 2026 was the launch of our Stretch Reconciliation Action Plan 2026-29, which strengthens our commitment to reconciliation and sets out practical actions across relationships, respect, opportunities and governance.

We continued our long-standing community partnerships supporting young people, education, social inclusion, people affected by the justice system and communities experiencing disadvantage, while also expanding our engagement into new areas. Our people contribute through volunteering, mentoring, fundraising and other community activities, complementing the firm's financial support.

Pro bono remains central to our community impact. During the year, we strengthened the leadership of our pro bono practice through the appointment of a third Pro Bono Partner, supporting the continued delivery of high-quality legal assistance to individuals and organisations experiencing marginalisation and disadvantage.

The G+T Foundation also continues to provide financial support to charitable organisations and initiatives aligned with our community priorities, reinforcing our commitment to sustained and practical social impact.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 6% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 33,985 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Climate Active certification and public disclosure
- Modern Slavery Statement publication
- CDP reporting

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- Engaged a third party to undertake a modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Capacity-building for community legal centres
- Secondments to not-for-profit or community organisations
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Disaster relief and emergency appeals
- Community grants program
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Cultural capability and learning
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Scholarships and student mentoring
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Secondments and volunteering with First Nations organisations
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations

LANDER & ROGERS

Lander & Rogers

Headcount (FTE):	765
Floor Area:	9,679
Number of Offices:	4

About Lander & Rogers:

Lander & Rogers is a leading and proudly independent Australian law firm, with offices in Melbourne, Sydney, Brisbane and Canberra. We work with private and public sector organisations and individuals across Australia and internationally, delivering practical, commercial legal advice grounded in a deep understanding of our clients' needs. We are proud to be marking 80 years of working alongside our clients through change. Over that time, we have continuously evolved, helping clients navigate complexity, manage risk and respond to shifting legal, regulatory, commercial, and societal landscapes. We combine commercial insight, accessibility, innovation and an outstanding client experience with exceptional technical excellence.

Consistent with our values and culture, we are deeply committed to pro bono and community work, environmental responsibility and inclusive leadership. We have launched our Growth, for good 2030 sustainability strategy and are at the forefront of the Australian legal profession in female representation at leadership level (the first firm of scale to reach gender parity at partner level in 2023), reflecting both the exceptional women across our firm and the deliberate choices we have made to support progression, flexibility and leadership diversity.

LANDER & ROGERS

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Lander & Rogers' environmental program is anchored in Growth, for good, our 2030 sustainability strategy available on our website, and informed by our double materiality assessment completed in 2025, which identifies the environmental issues most material to the firm and our stakeholders. Priorities include reducing greenhouse gas emissions in line with climate science, addressing Scope 3 emissions through sustainable procurement and supplier engagement, reducing waste and improving circularity, strengthening climate risk management, and considering impacts on nature and biodiversity.

Our near-term and net-zero targets are validated by the Science Based Targets initiative (SBTi), providing an externally assessed pathway for operational and value-chain decarbonisation. We have sourced 100% renewable electricity since 2021 and continue to focus on absolute emissions reduction.

Our broader environmental management and transparency are supported by an EcoVadis Bronze rating (top 35% globally) and participation in the UN Global Compact, including annual Communication on Progress reporting against its environmental principles. Other achievements include high-performing sustainable premises, recognition for sustainable procurement and supplier engagement, and ongoing participation in legal-sector sustainability benchmarking. These programs provide a framework for progressively integrating environmental considerations into operations, procurement, governance and decision-making.

Our People

A diverse and inclusive workplace is essential to our collective success, and we are committed to fostering a supportive culture in which the unique backgrounds of our people are recognised and celebrated.

We have implemented a comprehensive range of people, culture, and capability programs to promote inclusion, diversity, wellbeing, and equal opportunity. Since 2020 Lander & Rogers has been named an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency, reflecting our commitment to pay equity, flexible work practices, gender neutral parental leave and the advancement of women into leadership.

In 2023 we achieved gender equity in our partnership and half of our practice groups are led or co led by women. We operate a fully flexible hybrid working policy with no mandated office days and support formal job share and job pair arrangements that have enabled part time colleagues to progress to senior roles. Our gender neutral parental leave provides 26 weeks paid leave, superannuation on unpaid leave and paid leave available within 18 months of birth or adoption to encourage participation by both parents.

We partner with Pride in Diversity to strengthen inclusion for people of diverse sexualities and genders, are members of the Diversity Council of Australia and Australian Disability Network, and a signatory to the Law Council's Policies for Equitable Briefing and Advancement for Women.

We are firmly committed to psychosocial safety and wellbeing, providing comprehensive EAP and counselling support, and hold Master level workplace accreditation with Mental Health First Aid Australia.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity	-	0.0%
Scope 3 Total Emissions	7,152	100.0%
Total *(Gross)* (tCO_2e)	**7,152**	**Per Person 9.35**
Carbon offsets (tCO_2e)	7,468	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	3,054	42.7%
Capital Goods	2,396	33.5%
Fuel & Energy-Related Activities	40	0.6%
Upstream Transportation & Distribution	58	0.8%
Waste Generated in Operations	22	0.3%
Business Travel	746	10.4%
Employee Commuting	660	9.2%
Upstream Leased Assets	176	2.5%

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
7,045kg	9kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	49%	51%	0%
Legal Staff	33%	65%	2%
Non-Legal Staff	35%	63%	2%
Promoted into Senior Roles	31%	69%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS — Certified

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT — 2030
- Net Zero SBT — 2038
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)
- Environmental compliance audits or legal register
- Staff environmental training or awareness
- Stakeholder engagement on environmental or sustainability issues
- Internal quarterly progress reporting against environmental targets by site and floor, BRAD box and Cercle cup partnerships, circular economy integration into office fitouts and product selection, event hosting for sustainability-related topics external organisations
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- CitySwitch signatory
- Environmental materiality or impact assessment

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Climate Active certification
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Electrification of building services or phasing out natural gas
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Circular economy partnerships or initiatives
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion
- IT and electronic equipment reuse, donation, or recycling
- Landfill diversion target or tracking
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Surplus food donation or redistribution
- Waste audits or composition assessments

Activities & Initiatives

FLEXIBLE WORKING

- Part-time or reduced-hours arrangements
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Fertility or reproductive leave
- Childcare support
- Career breaks or sabbaticals
- Phased retirement
- Flexible working hours or time in lieu (TOIL)

STAFF DEVELOPMENT

- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Mentoring programs
- Leadership and management development
- Business development and client relationship skills
- Secondments (client or in-house)
- Coaching (professional or executive)

GENDER EQUALITY

- Employer of Choice for Gender Equality (WGEA citation)
- Equitable briefing policy (Law Council / CommBar model)
- Gender pay equity analysis and remediation
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders

LANDER & ROGERS

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Lander & Rogers' governance framework is an organised system of controls, mechanisms and processes through which the firm makes decisions in pursuit of our goals and objectives. The framework is designed to hold the firm, and our people, to account, ensuring our behaviours and objectives are aligned with our values and that we operate within legal and moral frameworks.

The firm is governed by a Board and Charter which provides guidance to the firm and is responsible for the direction and oversight of Lander & Rogers. Board members participate in the approval of the firm's strategic direction, monitoring of the firm's performance and appointment of the Chief Executive Partner and partners.

Our Risk and Compliance Framework outlines how we identify, assess, control, monitor and audit our key risks. The firm-wide Risk Assessment incorporates all aspects of our operations and is reviewed and approved by the Board annually, who regularly monitor progress in managing those risks.

Our Legal Practice risk is overseen by our Legal Risk Committee, who are responsible for implementing our Legal Risk Management Protocols that our Board requires all partners and employees, in all legal practice groups, to follow in their practice of law.

Our Community

At Lander & Rogers we are committed to using our skills, resources, rich ecosystems and connections to transform outcomes for others and help create a society in which everyone has an opportunity to thrive and we can influence positive outcomes for our environment.

Our Pro Bono Practice includes a focus on First Nations Justice, gender-based violence, forcibly displaced people and climate justice.

As a leading Australian law firm, we consider it our responsibility to use our expertise in ways that improve legal outcomes whether by undertaking impactful case work or pursuing systemic change. We are enriched by those we work with, developing long-standing relationships with our partners while embracing new opportunities to collaborate with others.

Our community engagement initiatives are driven by passionate action, a people-centred approach and are designed to make a positive impact. Our extensive community engagement program encompasses a range of activities including student mentoring, volunteering, work experience, fundraising and dedicated programs designed to overcome barriers faced by identified groups in their employment and artistic careers. At all levels, we take a collaborative approach, recognising the agency and deep cultural knowledge of those we work with in influencing the changes we desire to see.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 19,040

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Website disclosure of sustainability strategy, targets, and performance
- CitySwitch member annual report
- Climate Active certification and public disclosure
- UN Global Compact (Communication on Progress)
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights
- Engagement with social enterprise or Indigenous suppliers
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Alignment with UN Global Compact and/or SDGs
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

- Engaged a third party to undertake a modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- Fundraising and charity events
- Internal appeals and collections
- Workplace giving
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations community and organisational partnerships
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Cultural capability and learning
- First Nations procurement and supplier engagement
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring

Maddocks

Maddocks

Headcount (FTE):	798
Floor Area:	14,485
Number of Offices:	3

About Maddocks:

Maddocks - the modern Australian law firm - is proudly independent and a leader in providing premium legal services to public and private corporations, governments and individuals throughout Australia and internationally.

Our mission is to make a difference for clients, the communities in which we operate and each other.

We are known for our collaborative approach, high service standards and for being accessible, transparent and responsive to our client's commercial needs.

We advise across consumer markets, healthcare and technology, infrastructure and development and the education sector from our Canberra, Melbourne and Sydney offices.

We are unmatched in the scale of our government work. Our specialist expertise includes corporate, private equity, intellectual property, dispute resolution and litigation, employment and safety, financial services, equity capital markets, franchising and insolvency.

Our culture is built on a foundation of five core values that are promoted across the firm: Integrity, Stewardship, Collaboration, Commitment to doing things better, and Respect for the individual and diversity.

These values extend outside of the firm through our pro bono, grants and staff volunteering programs, ensuring we give back to the community at large.

Maddocks

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Maddocks seeks to lead by example through the adoption, implementation and continued monitoring of environmentally sustainable practices in accordance with our Environmental Policy and Environmental Management System.

During FY2026, we continued our journey to help our people keep sustainability front of mind - both in the workplace and at home. In order to progress as a sustainable organisation, we look for opportunities to:

- Optimise the use of natural resources in our operations to reduce carbon emissions through efficiency, reuse and waste reduction
- Maximise sustainable practices in the procurement of our supplies and services (including in relation to use of IT and AI)
- Reduce the number of international and domestic flights for staff
- Encourage sustainable thinking in our people, clients and communities
- Green Star rated buildings 4-6 star.

The firm has embarked on a 'Paper Lite' project with the aim of reducing paper consumption. The firm also undertook activities in connection with international Earth Day, Earth Hour and Ride to Work Day.

Our People

At Maddocks, our people and culture priorities focus on creating an inclusive, supportive and high-performing workplace where our people can build rewarding and sustainable careers.

In 2026, we maintained our Workplace Gender Equality Agency Employer of Choice for Gender Equality citation for the twentieth consecutive year, reported a 1.5% median total remuneration gender pay gap, retained Bronze recognition in the Australian Workplace Equality Index, and were named the #1 Top Graduate Employer in Law (mid-size), with our clerkship program ranked as a Top Intern Program (large-size). Our employee-led networks, including Gender Equality Network, Pride, CALD, AccessAbility, Parents and Carers Community and the Reconciliation Action Plan Working Group, strengthen inclusion, connection and belonging across the firm.

We also partner with Pride in Diversity, Diversity Council Australia and the Australian Disability Network to support inclusive workplace practices. Through Be Well, Work Well @ Maddocks, we promote wellbeing through hybrid working, mental health support, our Employee Assistance Program, wellbeing webinars and leave benefits.

We continue to invest in career development through our Legal Excellence career-stage programs, while technology improvements and inclusive recruitment campaigns enhance the employee experience and support our vision to be the Modern Australian Law Firm.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	3	0.0%
Scope 2 Electricity *(Location-based)*	608	-
Scope 2 Electricity *(Market-based)*	704	8.2%
Scope 3 Total Emissions	7,870	91.8%
Total *(Gross – Location-based)** (tCO_2e)	**8,435**	**Per Person 10.57**
Total *(Gross – Market-based)* (tCO_2e)	**8,578**	**Per Person 10.75**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	6,065	77.0%
Capital Goods	1,071	14.0%
Fuel & Energy-Related Activities	96	1.0%
Waste Generated in Operations	23	0.0%
Business Travel	615	8.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
16,846kg	21kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
20 Weeks	20 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	62%	38%	0%
Legal Staff	35%	65%	0%
Non-Legal Staff	21%	79%	0%
Promoted into Senior Roles	33%	67%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Stakeholder engagement on environmental or sustainability issues
- Environmental compliance audits or legal register
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Green lease or collaboration with landlord on sustainability
- Staff environmental training or awareness

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Circular economy partnerships or initiatives
- Internal waste education or behaviour change campaigns
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Surplus food donation or redistribution
- Waste audits or composition assessments
- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Fertility or reproductive leave
- Childcare support
- Purchased (additional) leave
- Career breaks or sabbaticals
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Phased retirement
- Remote or hybrid work options

STAFF DEVELOPMENT

- Coaching (professional or executive)
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Business development and client relationship skills
- Mentoring programs
- Leadership and management development
- Legal project management
- Legal technology and AI capability

GENDER EQUALITY

- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Equitable briefing policy (Law Council / CommBar model)
- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria

Maddocks

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Maddocks has recently undertaken a detailed review of its comprehensive suite of policies and procedures that provide clarity to staff and promote the adoption of effective decision-making processes across the whole firm.

We have updated a range of our key policies which fall into areas such as business services policies, client policies, finance policies, information technology policies and specific governance policies. Critical amongst the governance policies are specific policies regarding Environmental, Social and Governance, Diversity & Inclusion, ethical conduct, information security, Artificial Intelligence, anti-bribery, anti-modern slavery, conflict of interest policy, equitable briefing policy and delegated authority policies. Ultimate responsibility for the management of the firm rests with the partnership.

However, we have Board delegated Committees, Service Group Directors and Practice Group Heads who report to the CEO. The CEO in turn reports to the Board.

Our Community

At Maddocks, we assist the community in various ways, including through our pro bono work, the Maddocks Charities, our small grants program, the promotion of ethical procurement, and through the volunteering of our employees' time and skills. Pro Bono is an integral part of our work at Maddocks and allows us to give back to the communities in which we live and work.

The focus of our pro bono work includes the areas of homelessness, mental health, refugees and asylum seekers, First Nations people and organisations, and not-for-profits generally. Through our pro bono work, we support organisations working for the public good as well as individuals who cannot afford a lawyer and who would otherwise face barriers getting access to justice.

In FY26 total pro bono hours reached 16,130 equating to more than 35 pro bono hours for every full-time lawyer. Maddocks is also a signatory to the National Pro Bono Target. In FY26, Maddocks Small Grants Program, which provides grants up to $2,000 to support initiatives of organisations undertaking socially responsible work in which staff of Maddocks are personally involved, allocated $15,500 to fund 8 projects.

Maddocks also provided $150,000 to 8 charities through the Maddocks Charities Fundraising committee.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate — -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered — 0.5

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 16,130

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Environmental sustainability and climate impacts
- Community and social impact
- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Capacity-building for community legal centres
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- Community grants program
- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Internal appeals and collections
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Donations to Tarwirri, the representative body for Aboriginal and Torres Strait Islander legal professionals, law graduates and law students.
- First Nations procurement and supplier engagement
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)

NORTON ROSE FULBRIGHT

Norton Rose Fulbright

Headcount (FTE):	775
Floor Area:	18,474
Number of Offices:	5

About Norton Rose Fulbright:

Norton Rose Fulbright provides a full scope of legal services to many of the world's leading corporations and financial institutions.

The global law firm has more than 3,000 lawyers advising clients across the United States, Europe, Canada, Latin America, Asia, Australia, Africa and the Middle East. Guided by its global business principles of quality, unity and integrity, Norton Rose Fulbright is recognised for its client service across key sectors, including financial institutions; energy, infrastructure and resources; technology; transport; life sciences and healthcare; and consumer markets.

With legal teams operating across five offices in Australia, we are one of the largest Australian law firms operating internationally. Our clients value our global reach and strong presence in Asia Pacific as part of the firm's integrated Europe, Middle East and Asia Pacific region.

We integrate sustainability considerations into our decision-making and culture. Our Sustainability Framework embeds environmental stewardship, social responsibility and reconciliation across the way we do business. Aligned with the United Nations Sustainable Development Goals, we are committed to creating lasting impact. Our priorities include advancing reconciliation and First Nations participation, supporting socioeconomic diversity in the legal profession, investing in our communities, and reducing our environmental footprint.

NORTON ROSE FULBRIGHT

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Norton Rose Fulbright LLP is committed to reducing its environmental impact through robust governance, climate action and responsible resource management. Environmental sustainability is embedded within our Sustainability Framework and supported by reporting, sustainability policies and initiatives focused on energy efficiency, waste management and resource consumption across our offices.

In 2025, we reduced Scope 1 and 2 greenhouse gas emissions by 92% and Scope 3 emissions by 31% against our 2019 baseline. Our Scope 1, 2 and 3 emissions have been independently verified to a limited level of assurance in accordance with ISO 14064-3:2019 and the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. We operate our Australian business on renewable electricity through the voluntary purchase and surrender of Large-scale Generation Certificates (LGCs).

Norton Rose Fulbright LLP has science-based emissions reduction targets validated by the Science Based Targets initiative (SBTi) and we report environmental performance through CDP, the UN Global Compact and EcoVadis.

We also work to reduce waste and paper consumption through dedicated recycling streams, waste monitoring, electronic filing, default double-sided printing and FSC-certified, carbon-neutral paper, supporting responsible resource use across our operations.

Our People

We are committed to creating an inclusive culture where everyone feels valued, respected and able to thrive. Our Diversity, Equity and Inclusion (DEI) strategy focuses on five pillars: cultural and racial diversity, gender equity, disability confidence, people with caring responsibilities, and LGBTIQ+ inclusion.

Gender equity remains a priority. Women comprise 33% of our Australian partnership and a strong leadership pipeline, representing 63% of Senior Associates and Special Counsel and 68% of Associates, Graduates and Lawyers, as we progress towards our 40:40:20 gender target.

We strengthened our commitment to disability inclusion through the launch of our Access and Inclusion Plan 2025-2028, developed in partnership with the Australian Disability Network.

We support employees with caring responsibilities through a generous gender-neutral parental leave policy, parental leave coaching and flexible ways of working. More than 90% of our people work in a hybrid capacity, and our parental leave return-to-work rate exceeds 90%. We also provide access to Life+, an educational series designed to support our people's wellbeing and help them thrive in their personal lives. Our commitment to inclusion has been recognised through Family Inclusive Workplace certification and Gold Tier Employer status in the Australian Workplace Equality Index (AWEI) from 2024 - 2026.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	84.1	4.7%
Scope 2 Electricity *(Location-based)*	800	-
Scope 2 Electricity *(Market-based)*	0	55.5%
Scope 3 Total Emissions	707	39.8%
Total *(Gross – Location-based)** (tCO_2e)	**1,521**	**Per Person 1.96**
Total *(Gross – Market-based)* (tCO_2e)	**791**	**Per Person 2.29**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	152	21.0%
Waste Generated in Operations	27	4.0%
Business Travel	528	75.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
17,662kg	23kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	4 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	67%	33%	0%
Legal Staff	35%	65%	0%
Non-Legal Staff	27%	73%	0%
Promoted into Senior Roles	43%	57%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT 2030
- Net Zero SBT 2040
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Environmental materiality or impact assessment
- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- Environmental compliance audits or legal register
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Waste audits or composition assessments
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Surplus food donation or redistribution
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Part-time or reduced-hours arrangements
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Flexible working hours or time in lieu (TOIL)
- Phased retirement
- Purchased (additional) leave
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Leadership and management development
- Coaching (professional or executive)
- Business development and client relationship skills
- Legal project management
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal technology and AI capability

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Menopause and reproductive health support
- Professional development programs including our Career Strategies Program for senior women; Group and one-on-one executive coaching for senior women; Sponsorship programs for senior women; Twice yearly reporting on our gender compositions to senior leadership; Return to work executive coaching for parental leavers; Mandatory Respect at Work training; DEI Committee in each office responsible for annual International Women's Day campaign.
- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Transparent promotion and progression criteria
- Equitable briefing policy (Law Council / CommBar model)
- Gender-equitable work allocation (access to career-building work)

NORTON ROSE FULBRIGHT

Executive Member

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Norton Rose Fulbright Australia is financially integrated with Norton Rose Fulbright LLP, the integrated firm comprising of 440+ partners covering the Europe, Middle East and Asia Pacific regions. Our firm is governed by our Partnership Committee, which is made up of elected and appointed partners and executives. Locally, the Australian Management Team operates as an advisory board to the Management Committee and Practice Heads on matters relevant to Australia.

Risk management and ethical conduct are embedded across our business. Led by the Australian General Counsel, the General Counsel and Compliance team oversees risk management, ethical reporting, professional standards, client engagement terms, conflicts management, supply chain risk and compliance with legal and regulatory obligations. A dedicated Risk Committee meets quarterly to review key business risks, monitor controls and identify opportunities for continuous improvement. The Committee includes senior business and legal leaders and reports through the firm's governance framework to support robust oversight and decision-making.

Our sustainability governance framework is led by our Sustainability Committee, which oversees environmental strategy, risk management and sustainability performance. Supported by senior representatives from across the business, the Committee helps drive delivery of the firm's net-zero commitments and responsible business priorities.

Our Community

Aligned to our global principles of Quality and Unity, we are focused on supporting socioeconomic diversity in the legal profession and advancing reconciliation. Our Michael French Memorial Scholarship, established in partnership with the University of Queensland in 2024, supports a law student experiencing financial disadvantage and honours the legacy of NRF Partner Michael French.

In FY26, our lawyers contributed more than 27,000 hours of pro bono legal assistance, exceeding 52 hours per FTE lawyer. This included over 4,600 hours supporting First Nations peoples, organisations and communities through access to justice, legal advice and strategic support.

We have a proud history of supporting reconciliation, having published our first Reconciliation Action Plan in 2014. Our Indigenous engagement is guided by our Stretch RAP and First Nations Participation Plan, with a focus on increasing First Nations employment, strengthening cultural competency, growing procurement with Indigenous businesses, and delivering meaningful pro bono support.

Community impact is embedded in our culture. Through our charity committees and volunteering leave, employees support causes that matter to them through volunteering, fundraising and community partnerships. During FY26, 91 employees across our Australian offices prepared 4,778 sandwiches for Eat Up Australia to support children experiencing food insecurity.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 12% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 27,386 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- EcoVadis
- Website disclosure of sustainability strategy, targets, and performance
- WGEA gender equality reporting
- CDP reporting
- UN Global Compact (Communication on Progress)
- Standalone ESG or sustainability report
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Environmental and conservation volunteering
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- In-kind donations (goods, services or facilities)
- Disaster relief and emergency appeals
- Charitable foundation or trust
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Secondments and volunteering with First Nations organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)

A&O SHEARMAN

A&O Shearman

Headcount (FTE):	315
Floor Area:	4,549
Number of Offices:	3

About A&O Shearman:

A&O Shearman is the transformational law firm, created to achieve unparalleled outcomes for our clients' most complex, multijurisdictional matters across an ever-changing world and regulatory landscape. A firm of nearly 4,000 lawyers, including 800 partners, working across almost 50 offices in 28 countries. A&O Shearman has the experience, diversity of skills and backgrounds, and global understanding to stay at the forefront of the changes across every sector, market, and jurisdiction around the world.

A&O SHEARMAN

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

A&O Shearman recognizes that, as a global business, we need to rise to the challenges and opportunities of environmental sustainability by continually improving our environmental performance. We measure performance across our global network of offices and report this publicly in our Annual Report. Continual improvement is achieved through the ISO14001 certified Environmental Management Systems that operate in our UK and Amsterdam offices and the ISO 50001 certified Energy Management System in Amsterdam. We are also members of the UK and Australian Legal Sustainability Alliances, a collective effort by law firms to take action to improve the environmental sustainability of their operations and activities.

Our People

At A&O Shearman, inclusion is a strategic priority and a fundamental part of our culture. We foster an environment where individuality is valued, diverse perspectives are welcomed, and everyone has the opportunity to contribute, grow and succeed. We are committed to creating a sustainable culture of belonging, free from discrimination and bias, where all of our people can develop and excel.

Our people bring a rich diversity of backgrounds, identities, experiences and perspectives. We embrace differences across gender, race and ethnicity, sexual orientation, disability and neurodiversity, socio-economic background and many other dimensions of diversity, recognizing that these experiences often intersect.

Our wide range of affinity networks are open to all and play an important role in building connection, awareness and inclusion across the firm. They support the communities they represent while creating opportunities for everyone to learn from one another, broaden their understanding and engage with different perspectives and lived experiences.

We believe everyone benefits from an inclusive and welcoming workplace. By embracing a broad range of perspectives, backgrounds and experiences, we strengthen collaboration, innovation and decision-making, and we all share responsibility for creating a culture where every person feels respected, valued and empowered to contribute their best.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity	371	4.1%
Scope 3 Total Emissions	8,703	95.9%
Total *(Gross)* (tCO_2e)	**9,074**	**Per Person 28.80**
Carbon offsets (tCO_2e)	2,652	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	1,758	20.2%
Capital Goods	722	8.3%
Fuel & Energy-Related Activities	18	0.2%
Upstream Transportation & Distribution	64	0.7%
Waste Generated in Operations	-	0.0%
Business Travel	5,756	66.1%
Employee Commuting	184	2.1%
Upstream Leased Assets	201	2.3%

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
13,727kg	44kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	64%	36%	0%
Legal Staff	45%	55%	0%
Non-Legal Staff	20%	80%	0%
Promoted into Senior Roles	60%	40%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS — Certified

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT — 2030
- Net Zero SBT — 2050
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Environmental materiality or impact assessment
- NABERS rating (Energy, Water or Waste)
- Green Star certification (fit-out or building)
- Environmental compliance audits or legal register
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices
- Electrification of building services or phasing out natural gas
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Waste audits or composition assessments
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling
- Surplus food donation or redistribution
- Internal waste education or behaviour change campaigns
- Landfill diversion target or tracking

Activities & Initiatives

FLEXIBLE WORKING

- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Remote or hybrid work options
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Childcare support
- Phased retirement
- Purchased (additional) leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Leadership and management development
- Legal project management
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Business development and client relationship skills
- Legal technology and AI capability
- Coaching (professional or executive)
- Mentoring programs
- Secondments (client or in-house)

GENDER EQUALITY

- Bias-reviewed recruitment and promotion
- Transparent promotion and progression criteria
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)

A&O SHEARMAN

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

The firm's principal decision-making and governance bodies are the Board and the Executive Committee (ExCo). The primary purpose of the Board is the stewardship of the firm and the oversight of the executive management. The Board oversees the implementation of the strategy for the firm as designed by ExCo.

The Board is also the guardian of the firm's culture and the voice of the partnership. ExCo is responsible for the development and implementation of the firm's overall strategy, major initiatives, priorities and investments. It is the firm's key decision-making body and is responsible for the overall performance management of the business.

The firm's Risk function consists of several teams staffed by lawyers and analysts in a number of countries including the UK, the U.S. and Singapore, further supported by subject matter experts across the business. Between them, they deal with business acceptance, sanctions, anti-money laundering and financial crime, regulation, conduct and compliance, in-house legal advice, risk management, third party contracts, client audits, data privacy and ethical issues.

Our Community

A&O Shearman's social impact programme uses the skills and time of our people to tackle pressing social issues. We organise our volunteering around two major themes - social mobility and forcibly displaced people.

We apply our resources and experience on both multi-jurisdictional projects and specific needs in local communities. In NSW, we regularly assist on matters referred through Marrickville Legal Centre, Refugee Advice and Casework Service, and the NSW Council of Civil Liberties.

In WA, we take referral matters from Law Access, a system designed to allocate pro bono legal assistance to people otherwise without access. Our community and volunteering initiatives include supporting Wayside Chapel, Karrkad Kanjdji Trust, The Salvation Army Beacon Centre (a support/accommodation facility for the homeless), Thriive WA (a non-profit community organisation serving the needs of 'at risk'/disadvantaged children), Kulbardi Aboriginal Centre (supporting their aim to increase Aboriginal and Torres Strait Islander participation in higher education), Greater Sydney Landcare (with a tree planting program), and the Australian Business and Community Networks' mentoring programs alongside various other activities selected by staff. A&O Shearman has a global charity partnership our Australian offices actively support – our current global charity partner is Women for Women International.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate — -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered — 2

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 2,849

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Modern Slavery Statement publication
- Website disclosure of sustainability strategy, targets, and performance
- CDP reporting

SUPPLIER STANDARD COVERAGE

- Environmental sustainability and climate impacts
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Diversity, equity, and inclusion (DEI)
- Modern slavery and human rights
- Alignment with UN Global Compact and/or SDGs

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Internal appeals and collections
- Matched funding for employee donations
- Workplace giving
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Scholarships and student mentoring
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)

Allens

Allens

Headcount (FTE):	1,569
Floor Area:	24,038
Number of Offices:	4

About Allens:

Allens is an international law firm that helps clients navigate some of their most complex, consequential and market-shaping challenges.

For more than 200 years, we have worked alongside businesses, governments and institutions through periods of change, growth and transformation, bringing deep expertise, commercial insight and human judgement to the decisions that matter most. Clients turn to us when the path forward is not yet clear.

From market-defining transactions and major projects to first-of-their-kind regulatory, technological and societal issues, we help organisations navigate unprecedented territory with confidence.

What distinguishes Allens is not only the complexity of the work we do, but how we work. We listen deeply, understand our clients' ambitions and challenges, and bring together expertise from across our firm to help them move forward with clarity and confidence. As the first organisation in Australia to become a signatory to the United Nations Global Compact, we are also committed to responsible business, ethical practice and creating a positive impact in the communities in which we operate.

Allens

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Allens has a longstanding commitment to sustainability that is inspired and driven by a network of Sustainability Committees, made up of partners and staff.

We have set a science-based target to reduce absolute scope 1, 2 and 3 greenhouse gas emissions by 50 per cent by FY2030, from a FY2019 base year. Our target has been validated by the Science Based Targets initiative.

Our continued efforts to reduce our energy use, greenhouse gas emissions and paper use have included matching tenancy electricity usage with the purchase of 100 percent GreenPower accredited energy for our Sydney, Melbourne, Perth and Brisbane offices, ongoing investment in virtual conferencing tools, and the promotion of digital working practices.

Through our Sustainability Committees, we participate in events such as World Environment Day, National Plant-a-Tree Day and National Recycling Week and organise campaigns and volunteering to promote awareness of environmental issues and environmentally responsible practices.

Our People

At Allens, our people are at the heart of our success. The way they think, feel and act shapes our culture, strengthens client relationships and drives business performance. We invest in attracting and retaining exceptional talent, supporting our people to grow, thrive and deliver their best while providing an employee experience aligned with our values.

Inclusion and diversity are key enablers of our firm strategy. A diverse workforce and inclusive culture enhance our ability to innovate, solve complex problems, connect with clients and attract and retain top talent. Our people strategy focuses on fostering inclusive behaviours, embedding meaningful practices and building commitment at every level of the organisation.

Progress is supported through regular data-driven review, leadership accountability and employee networks that create connection and belonging. Our commitment has delivered measurable results, including reaching 40% women in the partnership a year ahead of target in 2024. Allens is one of the first Australian organisations to become a signatory to the UN Women's Empowerment Principles, a Gold Employer for LGBTQ+ inclusion, and a top clerkship employer for six consecutive years.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	3.2	0.2%
Scope 2 Electricity *(Location-based)*	1,054	-
Scope 2 Electricity *(Market-based)*	0	0.0%
Scope 3 Total Emissions	1,311	99.8%
Total *(Gross – Location-based)** (tCO_2e)	**2,468**	**Per Person 1.57**
Total *(Gross – Market-based)* (tCO_2e)	**1,315**	**Per Person 0.84**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	0	0.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	1,311	100.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
25,056kg	16kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	58%	42%	0%
Legal Staff	38%	61%	1%
Non-Legal Staff	24%	75%	1%
Promoted into Senior Roles	45%	55%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT 2030
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- CitySwitch signatory
- Environmental materiality or impact assessment
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Green lease or collaboration with landlord on sustainability
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures
- Electrification of building services or phasing out natural gas
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Internal waste education or behaviour change campaigns
- Circular economy partnerships or initiatives
- Waste audits or composition assessments
- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion
- IT and electronic equipment reuse, donation, or recycling

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Career breaks or sabbaticals
- Purchased (additional) leave
- Flexible working hours or time in lieu (TOIL)
- Childcare support
- Part-time or reduced-hours arrangements
- Phased retirement

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Mentoring programs
- Coaching (professional or executive)
- Legal project management
- Secondments (client or in-house)
- Structured career and competency frameworks
- Leadership and management development
- Business development and client relationship skills
- Legal technology and AI capability

GENDER EQUALITY

- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

We strive to foster an inclusive, respectful and collaborative culture. Our Respect and fairness policy is supported by a Resolving issues policy, and multiple avenues to raise concerns including an anonymous complaints portal.

Our approach to resolving concerns is built on fairness, transparency and support for all, including access to a confidential counselling service.

The firm has an Ethics code, an Anti-corruption policy and a Fraud prevention policy. The firm's Office of General Counsel also provides guidance and training to staff, including an annual reminder of key policies. When purchasing goods and services, Allens aims to take environmental, social and ethical considerations into account, and we encourage our suppliers to adopt practices to minimise their impacts.

Through our First Nations Engagement Plan, and as a member of Supply Nation, Allens also supports and seeks to engage First Nations-owned businesses in our supply chain.

Our Community

Allens' Community Engagement Program includes our pro bono practice, reconciliation commitments, sustainability work and philanthropy.

Our people contribute time and expertise to pro bono matters and other community initiatives, focusing on improving access to justice, alleviating disadvantage, advancing reconciliation and promoting sustainability. Our leadership in pro bono and community work includes prioritising First Nations justice and refugee rights.

Our Program is overseen by a Community Engagement Board and managed by a dedicated team. Our pro bono practice is an integral part of Allens' legal work. We give free legal assistance to disadvantaged individuals and a range of NGOs to promote access to justice and protect human rights. We aim for an average of at least 50 hours pro bono work per lawyer each year and in the last two years, have well exceeded this.

Allens funds charitable projects that make a real impact and encourages staff involvement with community including through our matched funding program and volunteering. We've had formal commitments to supporting reconciliation since we launched our first Reconciliation Action Plan in 2009. Through First Nations engagement initiatives, Allens creates employment opportunities, builds capacity through staff secondments and supports access to education.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Informal
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 53,300 Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Standalone ESG or sustainability report
- Modern Slavery Statement publication
- Website disclosure of sustainability strategy, targets, and performance
- CDP reporting
- UN Global Compact (Communication on Progress)

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Community and social impact
- Alignment with UN Global Compact and/or SDGs
- Engagement with social enterprise or Indigenous suppliers
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Diversity, equity, and inclusion (DEI)
- Environmental sustainability and climate impacts

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Disaster relief and emergency appeals
- Community grants program
- Workplace giving
- Internal appeals and collections
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations employment pathways (internships, cadetships, graduate roles)
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring
- First Nations community and organisational partnerships
- Cultural capability and learning
- Secondments and volunteering with First Nations organisations
- First Nations procurement and supplier engagement

ASHURST PERKINS COIE

Ashurst Perkins Coie

Headcount (FTE):	2,763
Floor Area:	21,819
Number of Offices:	5

About Ashurst Perkins Coie:

With more than 3,500 client-facing practitioners across 52 offices worldwide, we advise a broad range of clients, and have a distinct strength in technology, energy & infrastructure, and financial services—three sectors at the forefront of economic transformation.

Combining global scale, sector insight, and technological capability, Ashurst Perkins Coie helps clients unlock opportunity with market-leading experience in complex transactions, litigation, and regulatory matters.

We support clients through a shifting landscape where technology, and AI in particular, is both an accelerator and disruptor to their business opportunities and challenges and is reshaping how energy, data, and capital move across markets.

Our strengths have earned our lawyers recognition across the profession, and more importantly, the trust of our clients. Our people are our greatest asset, advising clients on complex, cross-border matters and collaborating seamlessly across markets and practices. We offer a global platform for career-defining work and an opportunity to help shape a firm with the culture and confidence to compete at the highest level.

For Ashurst Perkins Coie, innovation is our tradition. We have a long legacy of guiding clients through moments of transformation with the insight to support them stay ahead.

ASHURST PERKINS COIE

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Ashurst has negotiated and is now deploying an advanced pre-approval process with its global travel provider, designed to enhance oversight of travel-related carbon impacts. This mechanism covers the bulk of the firm's international travel emissions and will enable more informed decision-making by budget holders.

Ashurst undertook a comprehensive data-gathering exercise to evaluate the status of global energy procurement across its office portfolio, with any offices not already on a renewable energy tariff having Energy Attribute Certificates procured through a third-party partner. The firm now has 100% renewable energy procurement, supported by continuous improvement and a thorough review of the evidence collected to substantiate its renewable electricity claim.

Ashurst engaged Purpose Bureau to gain insights into its FY26 Scope 3 Category 1 and 2 emissions in accordance with the Greenhouse Gas Protocol, covering 98.8% of total spend. The engagement included an assessment of suppliers' carbon profiles, a review of their climate actions, and the resulting climate risk ratings associated with those suppliers. Though supplier specific data is not being integrated into our GHG calculation at this stage, in FY26 we significantly progressed our engagement efforts to gather this information via a standardised Normative survey.

Our People

- Gender Diversity: Women compose 56.9% Senior Associates, 63.9% Counsel, and 45.2% Partners in Australia.
- LGBTI+ Inclusion: Commitment to 4% LGBTI+ representation at partnership/senior leadership levels by 2026, currently 2%.
- Ethnic Diversity: Introduction of ethnicity fields in the people system to enable target setting and workforce tracking.
- Social Inclusion/Mobility: Targeted clerk and graduate recruitment, active internal network.
- Disability/Wellbeing: Initiatives including the Workplace Adjustments Passport and Accessibility Confidence Toolkit.
- Employee Network Leads Capability Programme: virtual sessions to develop capabilities, leadership and practical skills to lead networks sustainably with measurable impact. Also offered to clients.
- Launched new Partner Performance Framework: including diversity and wellbeing expectations.
- Respect@Ashurst Framework: governance, training, new anonymous reporting through SpeakUp@Ashurst platform to support a safer work environment.
- Our new wellbeing strategy is grounded in research and accompanied by an adaptable, trauma-informed framework, focused on systemic impact via three pillars: leadership; ways of working; and tools and skills.
- Specific wellbeing measures – mindful business practices; WHS and wellbeing policies; flexible working arrangements; Wellbeing Allies programme (now with 154 in APAC); Employee Assistance Programme; health and wellness online resources; inclusive networks; mental ill health and disabilities support; Workplace Adjustments Passport.
- My Experience Survey reported engagement 77% (+2) and wellbeing 75% (+4).

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	55.7	0.3%
Scope 2 Electricity	-	0.0%
Scope 3 Total Emissions	21,728	99.7%
Total *(Gross)* (tCO_2e)	**21,783.7**	**Per Person 7.88**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	11,946	55.0%
Capital Goods	3,525	16.2%
Fuel & Energy-Related Activities	233	1.1%
Upstream Transportation & Distribution	-	0.0%
Waste Generated in Operations	21	0.1%
Business Travel	5,157	23.7%
Employee Commuting	636	2.9%
Upstream Leased Assets	209	1.0%

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 80%
- e-Waste Recycling 20%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
22,291kg	8kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	54%	46%	0%
Legal Staff	37%	63%	0%
Non-Legal Staff	26%	74%	0%
Promoted into Senior Roles	N/A	N/A	N/A

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS (Certified)

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT (2030)
- Net Zero SBT (2050)
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness
- NABERS rating (Energy, Water or Waste)
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- Environmental compliance audits or legal register

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Emissions budgeting or internal carbon price
- Electrification of building services or phasing out natural gas
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Career breaks or sabbaticals

STAFF DEVELOPMENT

- Business development and client relationship skills
- Leadership and management development
- Coaching (professional or executive)
- Legal project management
- Legal technology and AI capability
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Bias-reviewed recruitment and promotion
- Equitable briefing policy (Law Council / CommBar model)
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising
- Menopause and reproductive health support
- Transparent promotion and progression criteria

ASHURST PERKINS COIE

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Governance is a core pillar of Ashurst Perkins Coie's Responsible Business framework, overseen by our Chair-led Responsible Business Committee. Our Global Board provides firm-wide governance, including management oversight, succession planning, reputational integrity, and identification of major risks and opportunities.

All personnel are expected to uphold ethical standards, and suppliers must comply with our Supplier Code of Conduct.

Our Enterprise Risk Management Framework (ERMF) defines how we identify, assess, and manage risks and opportunities, ensuring we deliver strategy within an agreed risk appetite and our regulatory obligations. Key priorities include human rights due diligence, counter-financial crime, data protection, responsible AI adoption, and climate and corporate responsibility reporting.

We promote a culture of openness and accountability, supported by whistleblowing, grievance, and anti-harassment policies that encourage concerns to be raised without fear of reprisal. We invest in risk management training and are evolving our sustainability reporting capabilities.

Our Community

We are committed to supporting our communities through our pro bono legal practice and Social Impact Program.

In FY2025–2026, legacy Ashurst delivered over 80,000 hours of free legal assistance worldwide.

- Our First Nations pro bono practice is led by a First Nations Senior Associate to ensure culturally aligned collaboration.
- Our dedicated Blue Pacific pro bono practice focuses on climate change, gender equality and access to justice.
- We have contributed to access-to-justice initiatives leveraging technology, including partnering with Justice Connect to develop an AI-powered triage tool. We also provide pro bono support to green technology start-ups.

Through our Australian Social Impact Program, our people give time to support volunteering partnerships:

- We work with ABCN and Eat Up to support school students. Over our Eat Up partnership (since 2017), we have made around 80,000 sandwiches across four states. Our ABCN partnership (since 2018) supported hundreds of students in 2025.
- We work with Career Seekers, supporting humanitarian entrants into professional careers.
- Through our Modern Slavery Action Plan, we assist anti-slavery organisations with pro bono legal assistance and non-legal volunteering.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 48,104 Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Modern Slavery Statement publication
- WGEA gender equality reporting
- UN Global Compact (Communication on Progress)
- CDP reporting

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Data security and confidentiality
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Internal appeals and collections
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Disaster relief and emergency appeals

FIRST NATIONS RECONCILIATION

- Cultural capability and learning
- First Nations community and organisational partnerships
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Pro bono legal or business support for First Nations communities and organisations
- Secondments and volunteering with First Nations organisations
- Scholarships and student mentoring

Baker McKenzie.

Baker McKenzie

Headcount (FTE):	604
Floor Area:	10,897
Number of Offices:	3

About Baker McKenzie:

More than 60 years ago, Baker McKenzie made history by becoming the first global law firm to open its doors in the Australian market. At a time when international law firms had yet to establish a presence in the region, Baker McKenzie recognised Australia's strategic importance and the value of connecting local insight with global capability.

We uphold the Ten Principles of the UN Global Compact and have aligned our Firm efforts with the Sustainable Development Goals (SDGs), which we see as a road map to achieve our vision of our Firm for the future. We live by these values every day and we use them to guide our environmental, social and governance (ESG) efforts and commitments.

At the heart of our success is our people. We foster an environment that is diverse, inclusive, and flexible, where every individual is supported to reach their full potential. We are committed to creating a space where our people feel valued, respected, and empowered. Since 2010, we have proudly held the Employer of Choice for Gender Equality citation from the Federal Workplace Gender Equality Agency, a reflection of our ongoing dedication to equity, opportunity, and progress.

Baker McKenzie.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

As a global law firm servicing many multinational clients, we have witnessed firsthand the emerging international trend toward sustainability and have observed how properly developed and implemented environmental policies can make a real difference to staff, communities and clients.

Our goal is to embed sustainability and environmental consciousness in local work practices and staff attitudes by:

- devising and deploying effective sustainability programs and initiatives;
- encouraging staff participation in both the development and implementation of environmental initiatives;
- measuring, monitoring, reporting and improving upon environmental performance; and
- providing ongoing training to encourage employees to reduce their environmental impact both in an office setting, and in the broader community.

Through promoting the ownership of environmental responsibility amongst staff members, we aim to achieve continuous environmental improvement, both across our operations, and in the broader community.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.3	0.0%
Scope 2 Electricity *(Location-based)*	471	-
Scope 2 Electricity *(Market-based)*	480	60.7%
Scope 3 Total Emissions	310	39.2%
Total *(Gross – Location-based)** (tCO_2e)	**755**	**Per Person 1.25**
Total *(Gross – Market-based)* (tCO_2e)	**790**	**Per Person 1.31**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	65	21.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	245	79.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 790

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
11,278kg	19kg

Environmental Management

Environmental Policy | Environmental Targets | EMS

Climate Action

GHG Reduction Policy | GHG Reduction Target | Near-term SBT (2030) | Net Zero SBT | Climate Action Plan

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green Star certification (fit-out or building)
- Staff environmental training or awareness
- NABERS rating (Energy, Water or Waste)
- Stakeholder engagement on environmental or sustainability issues
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Increasing percentage of renewable electricity, moving to new, more energy efficient locations or performing refits to existing premises to improve energy efficiency, as well as implementing best practices across locations, such as replacing traditional lights with LED lights, installing automatic lighting using motion or other sensors, removing personal printers, reducing paper waste by favouring digital publications over paper-based journals, reviews and legal texts, using digital document delivery when possible in transactions, litigation and when providing advice, considering where the use of video conferencing technology is an acceptable replacement to an in-person meeting and applying a reasonable, conscious approach to travel as reflected in our global travel guidance, from considering when in-person meetings are necessary, favouring less-emissions intensive travel when possible (e.g., rail travel vs. air travel), combining trips when possible to avoid multiple trips, etc.
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Internal waste education or behaviour change campaigns
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling

Our People

Baker McKenzie is committed to providing a diverse, inclusive and equitable culture for all its employees, with equal opportunity for all to progress and have a meaningful career with our Firm. We want to shape a better future where all our people can thrive. We are committed to serving our clients with innovative solutions brought about by a diverse talent pool and an inclusive community. Our primary focus is our people. We aim to enhance our policies to retain and advance colleagues from all backgrounds. We believe that investing in our people and their growth and development, creates a more inclusive workplace. Established in 2010 and comprised of Partners and senior firm leaders, the Baker McKenzie Inclusion, Diversity & Equity Committee is the leadership group responsible for progressing and implementing the goals of the Firm's Diversity and Flexibility Strategy. Our ID&E Committee Members are responsible for leading these award winning diversity initiatives and programs:

- Baker Women
- Baker Balance & Wellbeing
- Baker Pride & Allies
- Baker DNA
- Baker Indigenous Engagement.

Flexible Working

Employer Parental Leave Scheme | Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

Staff Development Policy

Diversity & Inclusion

Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	64%	36%	0%
Legal Staff	39%	61%	0%
Non-Legal Staff	39%	61%	0%
Promoted into Senior Roles	39%	61%	0%

Employee Wellbeing

Psychosocial Wellbeing Policy | Physical Wellbeing Policy

Gender Equality

Gender Equality Policy | Gender Equality Target

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Flexible working hours or time in lieu (TOIL)
- Childcare support
- Phased retirement
- Purchased (additional) leave
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Remote or hybrid work options
- Part-time or reduced-hours arrangements

STAFF DEVELOPMENT

- Coaching (professional or executive)
- Structured career and competency frameworks
- Legal project management
- Mentoring programs
- Secondments (client or in-house)
- Business development and client relationship skills
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Leadership and management development
- Legal technology and AI capability

GENDER EQUALITY

- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Bias-reviewed recruitment and promotion
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Gender pay equity analysis and remediation

Baker McKenzie.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Baker McKenzie is an Australian partnership, a member of a Swiss Verein. Global management consists of a global Policy Committee that guides the overall strategy of all offices of Baker McKenzie, a global Management Committee that has primary responsibility for global management, and regional councils that develop regional strategy and policy and implement global Firm initiatives. Designated practice and industry groups operate at global, regional and office levels and are responsible for business plans, quality assurance, professional development and service delivery.

The Professional Responsibility and Practice Committee, a Policy Committee subcommittee, is responsible for overseeing ethical and practice standards globally, including Baker McKenzie's Code of Business Conduct and associated reporting hotline.

Baker McKenzie has a PointONE Program which builds a firmwide culture of respect, inclusion and psychological safety. Behavioural non-compliance can be confidentially reported through the program's channels.

The Australian partnership has a full time Managing Partner, a partner who acts as Chair of an elected Management Committee, a Risk & Quality Committee, Conduct Committee, Inclusion, Diversity & Equity Committee and a Pro Bono Committee.

This comprehensive structure demonstrates Baker McKenzie's commitment to effective governance at all levels and allows Baker McKenzie's priorities to be implemented

Our Community

We uphold the Ten Principles of the UN Global Compact and have aligned our Firm efforts with the Sustainable Development Goals (SDGs), which we see as a road map to achieve our vision of our Firm for the future, and an opportunity to collaborate with like-minded organizations to achieve our shared goals. Identified by a thorough materiality assessment, taking into account the values and opinions of stakeholders from across our entire value chain, our prioritized SDGs align to the core values that underpin not just our sustainability strategy but also our Firm strategy. We live by these values every day and we use them to guide our environmental, social and governance (ESG) efforts and commitments.

Our lawyers are actively encouraged to undertake pro bono work. The Firm is a signatory to the National Pro Bono Target of at least 35 hours of pro bono legal work per lawyer per year. We also have our own Firm target of at least 50 pro bono legal hours per lawyer per year. In FY26 we recorded an average of more than 55.1 pro bono hours per lawyer and provided more than 14,106 hours of pro bono legal services to individuals and not-for-profit organisations.

Structured non-legal community initiatives include:

- Awareness and fundraising for dedicated charity partners – Refugee Advice and Casework Service (RACS), ID. Know Yourself and Project Etico.
- Volunteering – Gawura Morning Reading (literacy improvement program for First Nations students), Eat Up (school lunch program to improve health, learning and social outcomes for kids in-need), The Alfresco Community Kitchen (meal service for people in-need) and one-off opportunities.
- Workplace Giving – monetary donations via our online giving platform, contributing to fundraising or in-kind donation appeals, one-off giving initiatives.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 29% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 14,107 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Community and social impact
- Diversity, equity, and inclusion (DEI)
- Alignment with UN Global Compact and/or SDGs

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Workplace giving
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Secondments and volunteering with First Nations organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations community and organisational partnerships
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations

Barry Nilsson

Barry Nilsson Lawyers

Headcount (FTE):	530
Floor Area:	7,836
Number of Offices:	7

About Barry Nilsson Lawyers:

At BN, we believe in the power of positive contribution - both as a firm and as individuals. That's why we created the Impact Project which brings together our pro bono and responsible business initiatives, focusing on: providing free legal services to vulnerable and disadvantaged people; supporting charitable and community causes; advancing equality for First Nations peoples and driving sustainability and ESG initiatives across the firm.

Barry Nilsson

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

BN recognises the urgent need to address climate change and we are committed to playing an active role in shaping a greener, more sustainable future.

We continue to embed environmental responsibility into our operations and decision-making, guided by science, collaboration, and accountability. We are also proud to partner with leading sustainability organisations, including the Australian Legal Sector Alliance, EcoVadis, and CitySwitch, to uphold best practice standards and drive continuous improvement.

Our People

BN is committed to creating a workplace where people feel supported, respected and empowered to succeed. Our focus remains on people, with objectives of high engagement, low turnover, promoting diversity & inclusion, and developing future leaders.

We offer flexible working arrangements, a 9.5 day fortnight for full-time staff, an annual health & wellbeing day and allowance, performance bonuses, shared care parental leave, public holiday swap options, and LinkedIn Learning licences.

We also provide regular health & wellbeing sessions covering topics such as physical health, mental health, nutrition and financial wellbeing, as well as twice annual office massages and annual skin checks. Our commitment to our people has been consistently recognised through our Employer of Choice listing by Australasian Lawyer from 2019 to 2025.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.004	0.0%
Scope 2 Electricity	0	0.0%
Scope 3 Total Emissions	3,211	100.0%
Total *(Gross)* (tCO_2e)	**3,211**	**Per Person 6.06**
Carbon offsets (tCO_2e)	0	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	1,598	49.8%
Capital Goods	345	10.7%
Fuel & Energy-Related Activities	28	0.9%
Upstream Transportation & Distribution	0	0.0%
Waste Generated in Operations	13	0.4%
Business Travel	440	13.7%
Employee Commuting	381	11.9%
Upstream Leased Assets	406	12.6%

Waste & Resources

Offices with waste facilities:

- Organic Waste 66%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
8,834kg	17kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	57%	43%	0%
Legal Staff	34%	66%	0%
Non-Legal Staff	17%	83%	0%
Promoted into Senior Roles	40%	60%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS — Certified

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT — 2030
- Net Zero SBT — 2050
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- Environmental compliance audits or legal register
- CitySwitch signatory
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Electrification of building services or phasing out natural gas
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Surplus food donation or redistribution
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments

Activities & Initiatives

FLEXIBLE WORKING

- 9.5 day fortnight for full-time staff
- Purchased (additional) leave
- Phased retirement
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Career breaks or sabbaticals
- Remote or hybrid work options
- Fertility or reproductive leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Secondments (client or in-house)
- Coaching (professional or executive)
- Mentoring programs
- Legal project management
- Leadership and management development
- Business development and client relationship skills
- Legal technology and AI capability

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Menopause and reproductive health support
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Inclusive job design and advertising
- Gender pay equity analysis and remediation

Barry Nilsson

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Our ESG governance programs are deeply embedded in strategic planning and reporting, with a strong emphasis on compliance, transparency, and ethical procurement.

Our Community

It's important for us to use our skills, resources and knowledge to support our community and empower our people to make a difference. We proudly support charities and not for profit organisations through donations, fundraising, sponsorships and volunteering.

BN's major charitable partner is Two Good Foundation. Two Good exists to change the course of women with lived experience of family violence, homelessness and trauma - they believe that through experiences that promote love and respect, you can spark and nurture a sense of self-worth for those on the path of healing. After years of living in crisis, restoring self-worth is foundational for independence and changing the course of people's lives. Through the creation of beautiful food and gifts, Two Good supports and empowers women through connection, support, skills development, employment and showing the pathway to heal from financial and other abuse.

We also support other charitable causes championed by our people. In the 2025-2026 financial year, these included FareShare, Ronald McDonald House, RSPCA, OzHarvest, Hobart City Mission, amongst others. BN supports our people to volunteer through arranging opportunities for community engagement, as well as providing paid volunteer leave.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate: -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered: 1

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 10,700

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Standalone ESG or sustainability report
- Modern Slavery Statement publication
- Website disclosure of sustainability strategy, targets, and performance

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

- Engaged a third party to undertake a modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres

CORPORATE GIVING

- Internal appeals and collections
- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Disaster relief and emergency appeals
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Secondments and volunteering with First Nations organisations
- First Nations procurement and supplier engagement
- Pro bono legal or business support for First Nations communities and organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Cultural capability and learning
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations community and organisational partnerships
- Scholarships and student mentoring

Bartier Perry LAWYERS

Bartier Perry

Headcount (FTE):	316
Floor Area:	2,923
Number of Offices:	2

About Bartier Perry:

Bartier Perry provides high-quality legal services across a broad range of industries, including property, construction, financial services, private clients, education, insurance, health and government. Our approach is guided by our values of collaboration, performance, Diversity & Inclusion, being down to earth, innovation, quality, trust and respect. These values underpin the service we provide to our clients and the workplace we create for our people.

We place our clients at the centre of all we do, combining clear communication and commercial thinking with genuinely personalised service. Our firm strategy reflects our responsibility to our people, the community and the environment and is supported by strong governance and ethical business practices. During FY2026, this included exceeding our pro bono target, progressing our Innovate Reconciliation Action Plan, reducing our gender pay gaps and strengthening our compliance and risk management frameworks.

Established in 1942 and incorporated in 2007, Bartier Perry is a privately owned Australian commercial law firm based in Sydney. Our 320-strong team comprises 210 legal professionals, from partners to paralegals and 110 management and support professionals. We are supported by a network of trusted firms across major Australian centres and internationally, allowing us to assist clients wherever their business takes them.

Bartier Perry LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Bartier Perry is committed to minimising its environmental impact through responsible engagement with our people, suppliers and clients. Our Environmental Management Policy and Sustainable Procurement Policy guide sustainable decision-making across our operations, procurement and technology investments.

Environmental performance is overseen by firm leadership, with progress against targets reported to the Board twice yearly. During FY2026, we maintained 100% renewable electricity, offset carbon emissions associated with travel and continued initiatives supporting responsible waste management, technology reuse and sustainable procurement.

Through our Environmental Sustainability Champions, firm-wide communications and awareness initiatives, we encourage employees to adopt sustainable practices and contribute to ongoing environmental improvement.

Key initiatives include:

- Maintaining 100% renewable electricity and offsetting carbon emissions associated with travel.
- Supporting our Environmental Sustainability Champions to embed environmental priorities across the firm.
- Improving waste and recycling practices and donating suitable end-of-life electronic devices.
- Applying sustainable procurement principles to purchasing decisions.
- Reducing paper consumption through digital workflows and electronic document management.
- Strengthening environmental targets, tracking and reporting, including preparing for climate-related financial disclosures.

Our People

Bartier Perry is committed to fostering a diverse, positive and inclusive workplace where our people can reach their potential and thrive. We provide opportunities for career progression at a pace that accommodates different life circumstances, supported by flexible working arrangements, tailored development opportunities and policies that promote the wellbeing of our people and their families.

During FY2026, we achieved our gender targets for Salaried Partners and Practice Heads and recorded a reduction in both the average and median gender pay gaps. We also launched our first Emerging Leaders Program and Graduate Recruitment Program and established a Remuneration and Promotions Committee to strengthen oversight of remuneration and career progression.

Our Wellbeing Policy supports the holistic wellbeing of our people and their families. Our gender-neutral parental leave policy continues to provide 20 weeks' paid leave, including superannuation, for all carers. We continue to encourage staff feedback through our annual engagement survey and to invest in initiatives that support connection, recognition, development and wellbeing.

Key initiatives include:

- Providing flexible work options through our Flex for All approach.
- Supporting clear career pathways through tailored learning and development goals, including our Emerging Leaders and Graduate Recruitment programs.
- Reviewing our policies and practices to strengthen parental leave, remuneration equity and career progression.
- Providing mentoring opportunities to support the development of our people.
- Recognising excellence through our employee incentive program.
- Supporting staff connection and wellbeing through regular social activities and participation in community fundraising.
- Expanding opportunities for our people to undertake pro bono work.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	13.3	16.5%
Scope 2 Electricity *(Location-based)*	129	-
Scope 2 Electricity *(Market-based)*	0	0.0%
Scope 3 Total Emissions	67	83.5%
Total *(Gross – Location-based)** (tCO_2e)	**210**	**Per Person 0.66**
Total *(Gross – Market-based)* (tCO_2e)	**81**	**Per Person 0.26**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	3.3	4.9%
Waste Generated in Operations	Not reported	Not reported
Business Travel	64	95.1%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 23

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
6,691kg	21kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
20 Weeks	20 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	68%	32%	0%
Legal Staff	30%	70%	0%
Non-Legal Staff	27%	73%	0%
Promoted into Senior Roles	14%	86%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- NABERS rating (Energy, Water or Waste)
- Stakeholder engagement on environmental or sustainability issues
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- World Environment Day recognition
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Phased retirement
- Purchased (additional) leave
- Career breaks or sabbaticals
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Business development and client relationship skills
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Coaching (professional or executive)
- Leadership and management development
- Legal project management
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Legal technology and AI capability

GENDER EQUALITY

- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Delivering high-quality legal services in accordance with strong ethical and professional standards is fundamental to how we operate. Our governance framework is led by our Shareholders, Partners, Board and CEO, supported by a comprehensive committee structure with policies, procedures and guidelines that are communicated to our people and available through our intranet.

We maintain systems and processes to support responsible decision-making, regulatory compliance and the transparent delivery of our commitments. During FY2026, we strengthened our governance framework through initiatives addressing modern slavery, sustainable supply chain management, AML/CTF compliance and the responsible use of artificial intelligence.

Our approach encompasses risk management, business continuity, ethical conduct and supply chain oversight. We continue to review and improve our governance practices in line with legal and regulatory obligations, professional standards and client expectations.

Key initiatives include:

- Implementing AML/CTF compliance and client monitoring frameworks.
- Establishing policies and guardrails for the responsible use of artificial intelligence.
- Managing modern slavery risks through annual reporting and ongoing supplier engagement.
- Improving sustainable supply chain oversight, including issuing supplier questionnaires.
- Continuing to strengthen governance systems, policies and reporting to support effective oversight by the Board and Executive Management Team.

Our Community

Everyone at Bartier Perry is encouraged and supported to make a positive contribution to our workplace and the wider community. Our approach includes providing pro bono legal services, supporting community organisations, advancing reconciliation and considering social outcomes in our procurement decisions.

During FY2026, we exceeded our pro bono target, providing an average of 42 hours of pro bono legal services per lawyer. By the end of FY2026, we had completed 66% of our Innovate Reconciliation Action Plan initiatives. We also continued to report annually to key clients on our social outcomes.

Key initiatives include:

- Supporting The Haven, Nepean Women's Shelter, which assists women and their children experiencing domestic violence and homelessness.
- Improving access to justice through compassionate pro bono legal services and our commitment to the Australian Pro Bono Centre's target.
- Advancing our Innovate Reconciliation Action Plan and supporting Indigenous procurement and participation.
- Supporting community organisations through volunteering, fundraising and donations.
- Promoting and celebrating the inclusion of women in the legal profession.
- Continuing to support Indigenous, regional and small to medium-sized businesses through our procurement decisions.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 5% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 6,450 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Modern Slavery Statement publication
- Website - sustainability commitments information, client reporting
- Website - sustainability commitments information, client reporting, WGEA reporting

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Community and social impact
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Engagement with social enterprise or Indigenous suppliers
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Financial support through donations to community organisations
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Internal appeals and collections
- Workplace giving
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations community and organisational partnerships
- First Nations procurement and supplier engagement
- First Nations employment pathways (internships, cadetships, graduate roles)
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- Scholarships and student mentoring
- Pro bono legal or business support for First Nations communities and organisations

CARROLL & O'DEA LAWYERS

Carroll & O'Dea Lawyers

Headcount (FTE):	275
Floor Area:	6,127
Number of Offices:	8

About Carroll & O'Dea Lawyers:

Carroll & O'Dea Lawyers was founded over 125 years ago. Since then, we have evolved to become a diverse partnership with offices across the Greater Sydney area, including the Sydney CBD (where our head office is based), Parramatta, Campbelltown, Newcastle and Wollongong as major population centres in regional New South Wales, Canberra (part time), Melbourne and more recently Hobart. The firm has a total workforce of more than 280 people across the practice.

Since our firm began in 1899, we have seen major economic, regulatory and societal shifts and helped our clients navigate their impact, overcome challenges and pursue their rights. We have the expertise, capability and scale to provide an extensive range of legal services.

Our approach is built on deep knowledge gained through decades of experience. We follow rigorous processes and invest in systems that enable us to deliver consistent performance to excellent standards accompanied by outstanding value.

Our firm is justifiably proud of the reputation we have earned in the legal industry. We are known for being practical, reliable and professional.

CARROLL & O'DEA LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Carroll & O'Dea recognises that the firm's practice and its operations have both a direct and indirect impact on the environment. The firm has in the past taken steps to recognise and address its environmental impact.

The benefits of a well-constructed sustainability policy accrue to the community, the firm and its employees, and can be summarised as follows:

Community benefit

The community stands to benefit through the process.

The firm is committed to significantly reducing the production of greenhouse gases, non recyclable waste resulting from our practice and operations, and the depletion of natural resources.

The firm recognises that climate change has the potential to have major impacts from an environmental and social perspective.

Climate change presents both risks and opportunities to our practice and operations and accordingly we can meet our obligations to address climate change by implementing change to reduce our impact on the environment.

Our People

Carroll & O'Dea Lawyers is committed to creating a professional, respectful and supportive workplace where people are encouraged to perform at their best, develop their capability and contribute to the firm's long-term success.

The firm recognises that its people are central to its culture, client service, quality standards and future sustainability. Its approach to people and culture is guided by the firm's values of care, collaboration, community, fairness, integrity, excellence and respect, and is supported by formal policies, procedures and governance frameworks. The firm's people and culture priorities focus on attracting and retaining talented people, supporting career development, strengthening leadership and supervision, maintaining a safe and inclusive workplace, and embedding wellbeing as a shared responsibility. Recruitment, onboarding, training, mentoring, performance reviews and remuneration processes are designed to support a consistent employee experience and align individual contribution with the firm's broader strategic goals.

A major priority is continuing to build a culture where people feel heard, informed and connected. The firm has strengthened feedback channels through engagement surveys, pulse surveys, stay and exit interviews, and the CODex suggestion box.

These mechanisms help identify opportunities for improvement, support early intervention and ensure that feedback is translated into practical actions across the firm.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.1	0.0%
Scope 2 Electricity *(Location-based)*	259	-
Scope 2 Electricity *(Market-based)*	328	86.1%
Scope 3 Total Emissions	53	13.9%
Total *(Gross – Location-based)** (tCO_2e)	**280**	**Per Person 1.02**
Total *(Gross – Market-based)* (tCO_2e)	**381**	**Per Person 1.38**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	45	85.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	8	15.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste %
- e-Waste Recycling %
- Paper Recycling 99%
- Commingled Recycling 98%

Paper Use

Total	Per Person
11,064kg	40kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
14 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	64%	36%	0%
Legal Staff	48%	52%	0%
Non-Legal Staff	19%	81%	0%
Promoted into Senior Roles	40%	60%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Environmental materiality or impact assessment
- Green lease or collaboration with landlord on sustainability
- NABERS rating (Energy, Water or Waste)

CLIMATE ACTION

- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- IT and electronic equipment reuse, donation, or recycling
- Furniture and fit-out reuse or diversion
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)

Activities & Initiatives

FLEXIBLE WORKING

- Phased retirement
- Remote or hybrid work options
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Part-time or reduced-hours arrangements
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Structured career and competency frameworks
- Coaching (professional or executive)
- Mentoring programs
- Leadership and management development
- Business development and client relationship skills
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal technology and AI capability

GENDER EQUALITY

- Transparent promotion and progression criteria
- Bias-reviewed recruitment and promotion
- Menopause and reproductive health support
- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders

CARROLL & O'DEA LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Carroll & O'Dea is a partnership with a total of 28 partners, including seven equity partners. Our Managing Partner, Hanaan Indari, is an expert litigation lawyer who has been with the firm since 1997. She is supported by our General Manager, John Willey, who is responsible for managing the firm's day-to-day operations.

Our Community

At Carroll & O'Dea Lawyers we have a proud and long tradition of helping and assisting others in the community. Our solicitors do voluntary work in a range of community legal centers and regularly take on pro-bono matters referred by the Public Interest Law Clearing House.

We are involved in the MOSAIC Mentoring Program, which provides free face-to-face legal assistance to asylum seekers and refugees.

We support The Shed at Plumpton Mount Druitt, which provides free legal advice and representation to people who are homeless or at risk of homelessness. The firm is also involved in the Clemente Australia Program, a university education program that helps individuals from disadvantaged backgrounds get a university education.

From our founding partners 125 years ago to our team today, at Carroll & O'Dea Lawyers we are guided by the simple principle of giving back to the community. So much so that our most recent staff survey found that it was one of the most attractive things about working at Carroll & O'Dea Lawyers.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 5% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- \- — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Environmental sustainability and climate impacts
- Work health and safety
- Data security and confidentiality
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Diversity, equity, and inclusion (DEI)
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- Internal appeals and collections
- In-kind donations (goods, services or facilities)
- Partnerships with charities or community organisations
- Matched funding for employee donations
- Fundraising and charity events
- Charitable foundation or trust
- Workplace giving

FIRST NATIONS RECONCILIATION

- First Nations community and organisational partnerships
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations

CLYDE&CO

Successful risk navigation

Clyde & Co Australia

Headcount (FTE):	166
Floor Area:	4,587
Number of Offices:	4

About Clyde & Co Australia:

Clyde & Co is a leading global law firm headquartered in the UK, helping organizations navigate risk and maximize opportunity across key sectors driving global trade: insurance, aviation, marine, construction, energy, trade, and natural resources. Globally integrated, the firm operates with 500 partners, 2,400 lawyers, and over 5,500 total staff across more than 70 offices and associated locations worldwide.

Clyde & Co is committed to being a Responsible Business centred on four core pillars: Diversity, Equity & Inclusion (DEI), Environment & Sustainability, Health & Wellbeing, and Pro Bono & Social Impact.

Key commitments and initiatives include:

- DEI: Guided by its Global DEI Strategy 2030, "For Everyone. By Everyone.", focused on representation, inclusion, and wellbeing.
- Sustainability: Targets cutting carbon emissions in half by 2030 and reaching Net Zero by 2038, alongside local Australian biodiversity initiatives.
- Pro Bono & Social Impact: Supported by "Responsible 60" and 24-hour challenge policies enabling staff to dedicate billable time to community and DEI initiatives.
- Wellbeing: A comprehensive global wellbeing strategy launched in 2025 provides employee lifecycle support, complemented in Australia by EAP access, dedicated wellbeing day to disconnect and recharge, and onsite wellbeing officers.

CLYDE&CO
Successful risk navigation

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Clyde & Co's Australian offices support the firm's wider Environmental Sustainability & Biodiversity programme through locally delivered initiatives focused on reducing environmental impacts, improving resource efficiency, encouraging sustainable business travel, and promoting responsible procurement practices. Our priorities include reducing greenhouse gas emissions, improving workplace energy performance, engaging our supply chain on sustainability, and increasing employee awareness and participation in environmental action.

Across the firm, science-based emissions reduction targets have been validated by the Science Based Targets initiative (SBTi), including a commitment to achieve net zero emissions by 2038. In support of these goals, Clyde & Co has strengthened its approach to energy management, supplier engagement, and emissions measurement, while continuing to improve the quality and transparency of its environmental reporting.

Key achievements include the implementation of a Sustainable Procurement Policy, expansion of a supplier engagement programme focused on reducing supply chain emissions, enhanced employee sustainability training through the Equip, Engage, Act programme, and independent verification of greenhouse gas emissions data. Clyde & Co also continues to disclose environmental data through recognised reporting frameworks and has adopted a structured approach to managing environmental and climate-related impacts across its operations

Our People

Clyde & Co Australia fosters an inclusive, high-performing culture by combining global initiatives with regional strategies to support recruitment, progression, and wellbeing:

- LifeWorks parental leave policy: Offers up to 26 weeks of fully paid leave to all parents regardless of gender or path to parenthood, alongside paid coaching and dedicated support for fertility, neonatal care, and pregnancy loss.
- Senior Equity Partner Sponsorship Programme: Supporting women partners to progress to senior equity roles (33% APAC participation).
- Global Employee Resource Groups (ERGs): Supporting gender, ethnicity, faith, disability, LGBTQ+, parents and carers and mental wellbeing. Our colleagues can join and be part of any community regardless of location.
- Mentoring and reverse mentoring programmes: Driving inclusive leadership and knowledge-sharing.
- Gender pay gap reporting: Driving accountability and transparency, we aim to reduce our gender pay gap between men and women focusing on more representation for women in senior level leaderships.
- Partnerships including Diverse Women in Law and Pride in Diversity supporting talent pipelines, social mobility and LGBTQ+ inclusion
- Awareness campaigns: Driving inclusion around IWD, Pride Month, mental health, and disability inclusion.

External Recognition:

- Australian Workplace Equality Index (AWEI) Gold Employer (2025, 2026)
- Insurance Business Australia DEI 5-Star Excellence Award (1 of only 14 recipients)

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.4	0.0%
Scope 2 Electricity *(Location-based)*	194	-
Scope 2 Electricity *(Market-based)*	247	7.7%
Scope 3 Total Emissions	2,952	92.3%
Total *(Gross – Location-based)** (tCO_2e)	3,125	Per Person 18.83
Total *(Gross – Market-based)* (tCO_2e)	3,199	Per Person 19.27

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	2,576	87.0%
Capital Goods	15	1.0%
Fuel & Energy-Related Activities	34	1.0%
Waste Generated in Operations	2	0.0%
Business Travel	325	11.0%

*using location-based approach for Scope 3 Category 3 (not shown)
Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 26%
- e-Waste Recycling %
- Paper Recycling 100%
- Commingled Recycling 25%

Paper Use
Total 1,639kg | Per Person 10kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	57%	43%	0%
Legal Staff	43%	57%	0%
Non-Legal Staff	22%	78%	0%
Promoted into Senior Roles	50%	50%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT 2030
- Net Zero SBT 2038
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- In October 2024, we introduced an incentive to access an electric vehicle (EV) subscription plan as part of the salary package. This incorporates exclusive use of an EV with servicing and insurance included, providing our colleagues with a convenient and affordable entry point to reducing their emissions from car journeys.
- Staff environmental training or awareness
- Stakeholder engagement on environmental or sustainability issues
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures
- Electrification of building services or phasing out natural gas
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)

SUSTAINABLE WASTE MANAGEMENT

- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Childcare support
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Purchased (additional) leave
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Coaching (professional or executive)
- Leadership and management development
- Structured career and competency frameworks
- Legal project management
- Mentoring programs
- Secondments (client or in-house)
- Legal technology and AI capability
- Business development and client relationship skills

GENDER EQUALITY

- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)

CLYDE&CO
Successful risk navigation

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Clyde & Co is committed to complying with all regulatory and statutory obligations through the identification and management of risk and by demonstrating the highest ethical and professional standards.

As a leading law firm, Clyde & Co has systems and processes in place to ensure all staff comply with relevant Australian Government legislation. Reporting to the Management Board, the Risk Committee is a focal point for managing risk and compliance.

The remit of the Risk Committee includes identifying and prioritising operational and regulatory risks within the firm and taking steps to put appropriate controls and responses in place.

The Risk Committee is also responsible for implementing and improving the firm's policies and procedures, as well as maintaining global best practice systems for risk and compliance management.

The Risk Committee keeps all aspects under review, acting to manage and mitigate risks as necessary.

Our Community

Clyde & Co is committed to operating responsibly. We donate our skills, time and expertise as well as fundraise for our charity partners globally to have a positive impact on the communities in which we operate and beyond.

All staff are encouraged and supported to participate in our pro bono & social impact programme. The focus areas of our programme are: (Inspiring) Young Lives; Equality before the Law; Sustainability & Climate Change and associated UN SDGs.

We aim to inspire and empower young people and their families; promote sustainability, tackle climate change; and uphold the principle that all people must be equally protected by the law, without discrimination and regardless of means.

Each financial year we challenge all staff to spend 24 hours on social impact activities and for fee earners, up to a total of 60 hours of pro bono and other social impact activities which counts towards individual annual chargeable hours targets.

Our annual global Clyde & Co Cares campaign raises awareness of the chosen theme through information sharing, fundraising and volunteering.

In 2025 we focussed on the UN goals of Life Below Water and Life on Land and supported over 26 natural environments through activities such as beach clean-ups, litter picks, wildlife restoration and green space maintenance as well as taking part in sustainable programmes such as upcycling and recycling initiatives.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering (Formal program)
- 20% Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 3 Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 507 Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Standalone ESG or sustainability report
- Modern Slavery Statement publication
- CDP reporting
- UN Global Compact (Communication on Progress)

SUPPLIER STANDARD COVERAGE

- Engagement with social enterprise or Indigenous suppliers
- Work health and safety
- Data security and confidentiality
- Alignment with UN Global Compact and/or SDGs
- Community and social impact
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Fundraising and charity events
- Internal appeals and collections
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Cultural capability and learning
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)

Colin Biggers & Paisley

Colin Biggers & Paisley

Headcount (FTE):	462
Floor Area:	7,706
Number of Offices:	3

About Colin Biggers & Paisley:

Colin Biggers & Paisley (CBP) is a leading national legal practice in Australia, providing trusted legal services for over 125 years. The firm operates across various industries, including insurance, property, construction, transport and logistics, education, aged care, faith-based enterprises, and government. With approximately 500 people across Brisbane, Melbourne, and Sydney, including 73 partners.

CBP's broader corporate responsibility philosophy is centred around our core values of loyalty, respect, integrity, and balance. These values guide our commitment to building and securing the future of our clients, colleagues, and community. CBP actively supports social justice and community initiatives through the Colin Biggers & Paisley Foundation, focusing on improving access to justice, creating opportunities, and fostering a business environment that clients and employees are proud to be part of. The CBP Foundations core focus is to promote and protect the rights of women, children, and Aboriginal and Torres Strait Islander peoples.

In 2025, CBP was honoured with the Pro Bono Program of the Year award at the Australian Law Awards, recognising our commitment to justice and equity. CBP's pro bono programs, fundraising efforts, and volunteering initiatives have made a significant impact on the community.

Colin Biggers & Paisley

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

We manage our own impact on the environment through a range of sustainability initiatives.

Throughout all our offices we have reduced our packaging and waste by decreasing our printed matter. We always send our publications electronically and when documents do need to be printed, we only use PEFC certified and carbon neutral paper.

We use double sided printing as the default setting on all printers and always recycle toner cartridges. We encourage all employees to use the recycling facilities wherever possible and have colour coded bins for this purpose, with a large percentage of all waste being recycled. We only purchase environmentally sustainable appliances and IT equipment and ensure that all of our old IT equipment is donated to schools or charities.

For our commercial clients, an important aspect of our work is providing legal advice relating to environmental best practice and climate change adaptation.

Our People

At Colin Biggers & Paisley, our people and culture programs are central to who we are. We prioritise creating a supportive, inclusive, and high-performing workplace where our people can build meaningful careers and feel proud of their contribution.

Our key priorities include:

- Career growth and opportunity – offering structured pathways, mentoring, and development, with many of our leaders starting their careers at CBP.
- Wellbeing and flexibility – providing a comprehensive wellbeing program, flexible work options, and initiatives to support balance between work and family life.
- Diversity & Inclusion – fostering equality through programs such as paid parental leave, Families@CBP, gender affirmation leave, and support for people returning from leave.
- Values-driven culture – embedding balance, respect, loyalty, and integrity into everything we do.

Our achievements reflect this commitment. We have doubled our workforce while maintaining a connected and collaborative culture, and we continue to strengthen initiatives that celebrate diversity, build connection, and enable our people to thrive.

CBP is committed to being a workplace where people are valued, supported, and inspired to succeed.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	1	0.2%
Scope 2 Electricity *(Location-based)*	295	-
Scope 2 Electricity *(Market-based)*	187	41.6%
Scope 3 Total Emissions	262	58.2%
Total *(Gross – Location-based)** (tCO_2e)	**559**	**Per Person 1.21**
Total *(Gross – Market-based)* (tCO_2e)	**450**	**Per Person 0.97**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	25	10.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	237	90.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
14,485kg	31kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
16 Weeks	3 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	68%	32%	0%
Legal Staff	35%	65%	0%
Non-Legal Staff	27%	73%	0%
Promoted into Senior Roles	50%	50%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Landfill diversion target or tracking
- Surplus food donation or redistribution
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns
- IT and electronic equipment reuse, donation, or recycling
- Circular economy partnerships or initiatives

Activities & Initiatives

FLEXIBLE WORKING

- Remote or hybrid work options
- Phased retirement
- Part-time or reduced-hours arrangements
- Childcare support
- Fertility or reproductive leave
- Purchased (additional) leave
- Career breaks or sabbaticals
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Flexible working hours or time in lieu (TOIL)

STAFF DEVELOPMENT

- Business development and client relationship skills
- Leadership and management development
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Secondments (client or in-house)
- Legal project management
- Legal technology and AI capability
- Mentoring programs
- Coaching (professional or executive)

GENDER EQUALITY

- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Promoting equal uptake of parental leave and flexible work across genders

Colin Biggers & Paisley

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

At Colin Biggers & Paisley ultimate responsibility for the management of the practice rests with the Managing Partner, with guidance from, and authority and responsibility disseminated through, legal Practice Leaders and Corporate Operation Group Leaders.

Our culture and values are embedded in the way we do business and underpinned by a suite of policies and procedures, with coverage including operational requirements, risk management, acceptable conduct, authorities and responsibilities.

We maintain and reinforce, through scheduled testing, our business resilience and disaster recovery plans, supported by technology systems protected by best of breed platforms.

Our Community

Colin Biggers & Paisley (CBP) is committed to creating lasting social impact through the Colin Biggers & Paisley Foundation. The Foundation's purpose is to improve access to justice, create opportunities and build a business that our people and clients are proud to be associated with. Our work focuses on promoting and protecting the rights of Aboriginal and Torres Strait Islander peoples, women, and children and young people through pro bono legal services, volunteering, fundraising and community partnerships.

In FY26, CBP delivered 8,608 pro bono hours (35.4 hours per lawyer), supporting communities through specialist casework, legal clinics, research projects and strategic matters. We contributed more than 1,000 volunteer hours and raised and donated more than $224,000 to organisations aligned with our focus areas.

Key achievements included raising more than $122,000 and contributing over 550 volunteer hours through our partnership with the Indigenous Literacy Foundation, launching our partnership with the Harding Miller Education Foundation, and being recognised as a finalist for Pro Bono Program of the Year at the Australian Law Awards and one of GoodCompany's Top 30 Workplaces to Give Back for the fourth consecutive year.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 35% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 2 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 8,608 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Diversity, equity, and inclusion (DEI)
- Environmental sustainability and climate impacts
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Secondments to not-for-profit or community organisations
- Board and committee roles with community organisations
- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres

CORPORATE GIVING

- Matched funding for employee donations
- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring

CORRS CHAMBERS WESTGARTH

Corrs Chambers Westgarth

Headcount (FTE):	1,525
Floor Area:	27,544
Number of Offices:	4

About Corrs Chambers Westgarth:

Corrs Chambers Westgarth is Australia's leading independent law firm.

We provide exceptional legal services across the full spectrum of matters, including major transactions, projects and significant disputes, offering strategic advice on our clients' most challenging issues.

With more than 185 years of history and a talented and diverse team of over 1,500 people, we pride ourselves on our client-focused approach and commitment to excellence. Our fundamental ambition is the success of our clients, and this is reflected in everything we do.

We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. We are also at the forefront of some of the most high-profile public international law matters in our region, assisting governments and corporations with the resolution of highly complex cross-border disputes.

We are the firm of choice for many of the world's leading organisations, with our people consistently recognised for providing outstanding client service and delivering exceptional results.

CORRS CHAMBERS WESTGARTH

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Corrs was one of the first Australian law firms to have a dedicated Responsible Business and ESG legal practice group, comprising internationally respected technical experts who support our clients with the ever-changing sustainability landscape.

We acknowledge the growing expectations on law firms to not only address climate risks within their own operations but also to guide clients in navigating these risks. At Corrs, we are committed to assisting clients to manage their climate-related legal risks while working towards strengthening our own practices to reflect the highest standards of environmental responsibility.

We recognise that as a professional services firm, our most significant environmental impacts arise from our energy consumption, business travel, and supply chain.

We are committed to promoting sustainable environmental practices across our workplaces and working to identify, prevent, minimise and address any harmful environmental impacts we have.

Our People

Our culture is built on values of excellence, collaboration, commitment and respect. These values underpin how we partner with clients, collaborate with colleagues and support the development of our people.

We provide meaningful and rewarding work, high-quality professional development opportunities and competitive benefits, and flexible ways of working. Together, these help to attract and retain talented people, and sustain engaged and high-performing teams.

Aligned with the 2030 sustainable development agenda, we continue to invest in initiatives that support wellbeing, inclusion and flexibility, recognising that high performance is supported by a healthy, respectful and sustainable working environment. By fostering an inclusive workplace where diverse perspectives are valued, we enable our people to thrive and contribute to the firm's success.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	55.4	0.5%
Scope 2 Electricity *(Location-based)*	1196	-
Scope 2 Electricity *(Market-based)*	20	0.2%
Scope 3 Total Emissions	10,590	99.3%
Total *(Gross – Location-based)* (tCO_2e)	**12,996**	**Per Person 8.52**
Total *(Gross – Market-based)* (tCO_2e)	**10,665**	**Per Person 6.99**
Carbon offsets (tCO_2e)	10,583	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	7,849	74.1%
Capital Goods	148	1.4%
Fuel & Energy-Related Activities	8	0.1%
Upstream Transportation & Distribution	40	0.4%
Waste Generated in Operations	49	0.5%
Business Travel	1,588	15.0%
Employee Commuting	737	7.0%
Upstream Leased Assets	170	1.6%

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
22,843kg	15kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

Partners			Legal Staff		
66% Male	34% Female	0% Non-Binary /Other	44% Male	56% Female	0% Non-Binary /Other

Non-Legal Staff			Promoted into Senior Roles		
26% Male	74% Female	0% Non-Binary /Other	50% Male	50% Female	0% Non-Binary /Other

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Green lease or collaboration with landlord on sustainability
- Staff environmental training or awareness
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Electrification of building services or phasing out natural gas
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Landfill diversion target or tracking
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Internal waste education or behaviour change campaigns
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Furniture and fit-out reuse or diversion
- Circular economy partnerships or initiatives

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Purchased (additional) leave
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Childcare support
- Remote or hybrid work options
- Career breaks or sabbaticals
- Phased retirement

STAFF DEVELOPMENT

- Study Assistance and Scholarships
- Leadership and management development
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Secondments (client or in-house)
- Business development and client relationship skills
- Legal technology and AI capability
- Structured career and competency frameworks
- Mentoring programs
- Legal project management
- Coaching (professional or executive)

GENDER EQUALITY

- Equitable briefing policy (Law Council / CommBar model)
- Bias-reviewed recruitment and promotion
- Gender pay equity analysis and remediation
- UN Women Australia Leadership Network: Diverse Women in Law; Gender Equality Action Plan
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders
- Gender-equitable work allocation (access to career-building work)
- Inclusive job design and advertising

CORRS CHAMBERS WESTGARTH

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

We manage all aspects of our business with integrity, respect and according to high professional, ethical and business standards. We take steps to ensure our people, and those that provide services on our behalf, comply with all applicable laws and conduct business ethically and responsibly. We work to identify, prevent and mitigate ESG risks in our own business and with our clients to contribute to a better, more resilient and sustainable future.

Corrs' Chief Executive Officer and the Audit and Risk Management Committee (ARMCO), supported by the Chief of Risk and Legal Excellence and the Chief Operating Officer, oversee the continued implementation of our risk management framework, fostering legal and operational excellence and processes to enable ongoing risk identification and mitigation.

The firm's sustainability initiatives are coordinated by our cross-functional Sustainability Working Group (SWG), chaired by the Head of Responsible Business and ESG and comprising representatives from across the partnership and business services teams. The Chair of the SWG reports to ARMCO, which in turn escalates material issues to the Board and Chief Executive Officer as required.

Our Community

We have a long history of promoting equality and justice in our society. Our people are committed, and actively encouraged, to support disadvantaged and marginalised individuals and groups, charities and not-for-profit organisations through pro bono legal work, volunteering and workplace giving, all of which form part of our dedicated pro bono and community program.

Our program plays an important role in delivering on our purpose, 'Imagine, inspire and together create a better future', and on our commitments as a signatory to the United Nations Global Compact.

We do this by:

- enhancing access to justice;
- strengthening civil society; and
- building a sustainable future for all.

Organisations we work with include Justice Connect, Refugee Legal, Very Special Kids, Oxfam Australia and more. In the last financial year, our lawyers contributed 36,250 pro bono hours (47.1 hours per full-time equivalent lawyer).

We support meaningful reconciliation with the First Nations peoples of Australia by educating our employees, increasing opportunities for First Nations communities to participate in legal education and careers, developing our engagement with the wider Indigenous communities and supporting our suppliers, clients and associates through our sphere of influence.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 36,250

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Website disclosure of sustainability strategy, targets, and performance
- WGEA gender equality reporting
- UN Global Compact (Communication on Progress)
- Standalone ESG or sustainability report
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Community and social impact
- Diversity, equity, and inclusion (DEI)
- Environmental sustainability and climate impacts
- Alignment with UN Global Compact and/or SDGs
- Engagement with social enterprise or Indigenous suppliers
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Donation drives (blood, food, goods)
- Mentoring and tutoring programs
- Secondments to not-for-profit or community organisations
- Firm-organised volunteering events or days
- Skills-based (pro skill) volunteering
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations procurement and supplier engagement
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Cultural capability and learning
- First Nations Library; First Nations roundtables
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring
- Secondments and volunteering with First Nations organisations

DENTONS

Dentons Australia Limited

Headcount (FTE):	677
Floor Area:	9,302
Number of Offices:	5

About Dentons Australia Limited:

Dentons is the world's largest law firm, connecting top-tier talent to the world's challenges and opportunities across over 80 countries. Dentons' polycentric and purpose driven approach, commitment to inclusion and diversity and award-winning client service challenge the status quo to advance client interests.

In Australia, we have more than 80 partners and over 650 employees across offices on Gadigal, Naarm, Yuggera, Kaurna and Whadjuk lands. Our lawyers are repeatedly recognised as leading legal service providers in Chambers Global, Chambers Asia Pacific, The Legal 500 Asia Pacific, Best Lawyers and IFLR 1000.

Known for our service excellence and innovative legal solutions, Dentons has built enduring relationships with some of Australia's largest companies across financial services, real estate, infrastructure, energy and resources and intellectual property and technology.

DENTONS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Environmental sustainability, social responsibility and good governance are integral to our approach to delivering value to clients and generating positive impact across our operations. At Dentons, we are committed to embedding sustainability into everything we do.

We recognize that climate change is one of the most significant environmental, economic and societal challenges facing the world today and remains a key material issue for our Firm. To better understand and manage our environmental impact, we commenced the measurement of our greenhouse-gas emissions, establishing 2022 as our baseline year. Building on this foundation, we continue to strengthen our emissions data, identify opportunities to reduce emissions across our operations, and assess appropriate reduction pathways and future targets.

We continue to advance sustainable workplace practices by increasing the proportion of offices located in buildings with sustainability certification. We have developed a Sustainable Fit-out Guide to help office managers choose sustainable offices.

We are implementing initiatives to reduce, reuse, recycle and recover waste, while encouraging more sustainable travel choices and lower-carbon ways of working. We have also developed an innovative and unique platform that enables colleagues from every region of the Firm to take individual sustainable Actions called 'A Million Positive Impacts'. We remain committed to reducing our environmental impact and supporting the transition to a more sustainable future.

Our People

Dentons is designed to be different. We have no single headquarters or dominant national culture. This unique polycentric approach sets us apart. Being the world's largest and fastest growing law firm, we have a unique breadth, depth and diversity of talent to whom we provide career paths with and unprecedented opportunities.

Our vision is to be the law firm of the future. We are capitalising on new technologies, combining them with fresh talent management approaches to ensure we are creating high performing teams who are at the forefront of serving our clients and the communities we work within. The flexibility of our people experience ensures our people thrive in an ever changing world with a holistic framework focused strategically on embedding purpose.

Our purpose is central to the direction, success and strength of the firm, prioritising inclusion to drive innovation end enhance everyone's experience. Key to our award winning success is the development of our people and leadership, we harness the strength of our diversity, making no secret of our willingness to challenge the traditional or expected.

'We redefine what is possible and shape the future. Together, Everywhere'.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.8	0.0%
Scope 2 Electricity *(Location-based)*	307	-
Scope 2 Electricity *(Market-based)*	433	13.7%
Scope 3 Total Emissions	2,735	86.3%
Total *(Gross – Location-based)** (tCO_2e)	**3,013**	**Per Person 4.45**
Total *(Gross – Market-based)* (tCO_2e)	**3,169**	**Per Person 4.68**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	1,834	67.1%
Capital Goods	435	15.9%
Fuel & Energy-Related Activities	59	2.1%
Waste Generated in Operations	Not reported	-
Business Travel	408	14.9%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
22,316kg	33kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	62%	38%	0%
Legal Staff	38%	62%	0%
Non-Legal Staff	29%	70%	1%
Promoted into Senior Roles	45%	55%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness
- NABERS rating (Energy, Water or Waste)
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Waste audits or composition assessments
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Career breaks or sabbaticals
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Purchased (additional) leave

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Secondments (client or in-house)
- Mentoring programs
- Legal technology and AI capability
- Legal project management
- Leadership and management development
- Coaching (professional or executive)
- Business development and client relationship skills

GENDER EQUALITY

- Bias-reviewed recruitment and promotion
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)

DENTONS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Dentons Risk Management and Compliance Framework is aligned to our values and our approach to corporate governance, risk management and compliance with legal and regulatory requirements.

As part of this framework, senior management accountability has been established and where necessary, management systems compliant with either local or international standards have been developed to ensure risks are identified and appropriate controls implemented.

This framework ensures that Dentons remains a sustainable and resilient business that supports our clients, our assets and our information through the delivery of quality legal service.

Our Community

At Dentons we know that as legal service providers, we are in and of the community. We strive to make a positive impact in our communities and use our skills and resources to do so.

We believe in the power of partnerships and are actively committed to building long-lasting collaborations with non-profit organisations, charities and social enterprises to tackle some of today's most pressing issues.

We work with our community partners to provide a needs-based support - through pro bono legal assistance, volunteering, financial sponsorship and targeted organisational advice so our community partners can most effectively achieve their mission.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 51% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 9,890 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- GRI (Global Reporting Initiative) reporting
- Website disclosure of sustainability strategy, targets, and performance
- Standalone ESG or sustainability report
- WGEA gender equality reporting
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Diversity, equity, and inclusion (DEI)
- Data security and confidentiality
- Community and social impact
- Alignment with UN Global Compact and/or SDGs
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- Internal appeals and collections
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Secondments and volunteering with First Nations organisations
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations procurement and supplier engagement
- Pro bono legal or business support for First Nations communities and organisations
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations community and organisational partnerships
- Cultural capability and learning

FAL LAWYERS

FAL Lawyers

Headcount (FTE):	22
Floor Area:	439
Number of Offices:	2

About FAL Lawyers:

Our vision is to forge a unique law firm that is highly valued by our clients, our people and our community, supporting them to shape the future. FAL Lawyers is a specialist commercial law firm advising clients across Technology, Intellectual Property, Corporate & Commercial, Insolvency, Not-for-Profits and the Public Sector.

Our approach to corporate responsibility is grounded in our commitment to creating a positive and lasting impact beyond the legal services we provide. We strive to operate responsibly, support the wellbeing and professional development of our people, and contribute meaningfully to the communities in which we work. We value diversity, collaboration, integrity and innovation, and seek to foster an inclusive workplace where our people can thrive.

We actively support community and charitable initiatives, encourage our people to contribute their time and expertise to causes that matter to them, and seek opportunities to share our knowledge through education, industry engagement and pro bono support. We also recognise our responsibility to operate sustainably and ethically, and continually look for ways to improve our practices and strengthen the positive contribution we make to our clients, our people and the broader community.

FAL LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

FAL Lawyers is committed to continuously improving our environmental sustainability practices and reducing the environmental impact of our operations. Sustainability is considered in our day-to-day operational and procurement decisions, with our offices located in buildings with 4-star NABERS Energy Ratings and 5-star NABERS Water Ratings. Lighting and air conditioning systems are timed to optimise energy efficiency, while dedicated recycling and composting facilities help reduce waste to landfill.

We actively encourage digital-first practices, including virtual meetings with clients and internally to minimise business travel, electronic document management and reduced reliance on printing. A number of our lawyers have already adopted substantially paperless practices. We also prioritise responsible procurement, including purchasing supplies containing recycled materials and using AS 14021:2018 and FSC-certified paper. Where catering is required, we seek to engage Australian businesses that prioritise environmentally responsible practices, including carbon-offset initiatives and plant-based compostable packaging.

Being a member of the Australian Legal Sector Alliance (AusLSA), is a priority of the firm as FAL places a priority on being a part of an industry-led organisation promoting best-practice sustainability across the legal sector. This membership provides a framework for continuous improvement and accountability for our sustainability performance. We regularly consider opportunities to further reduce our environmental footprint and encourage our people to contribute to these efforts.

Our People

At FAL Lawyers, we are committed to fostering a people-first culture where our team feels supported, valued and empowered to thrive both professionally and personally. Our people and culture priorities focus on wellbeing, inclusion, professional development, flexibility and collaboration, recognising that our people are central to the success of our firm.

We support the physical and mental wellbeing of our team through initiatives that promote healthy and sustainable working practices, including wellbeing activities, health and wellness initiatives and access to flexible working arrangements. We recognise the importance of balancing professional and personal commitments and support our people through appropriate flexibility and leave arrangements.

FAL is also committed to providing meaningful opportunities for professional growth and development. We support continuing professional development, mentoring, skills development and career progression, with development opportunities tailored to individual goals and areas of practice. We encourage knowledge sharing and collaboration across our teams and offices, creating opportunities for our people to learn from one another.

We are committed to fostering an inclusive and respectful workplace where diversity is valued and every person is treated with fairness and respect. Through these initiatives, we aim to create a supportive culture where our people can do their best work, develop their careers and contribute meaningfully to the firm and the broader community.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	16	-
Scope 2 Electricity *(Market-based)*	18	75.0%
Scope 3 Total Emissions	6	25.0%
Total *(Gross – Location-based)** (tCO_2e)	**22**	**Per Person 1.00**
Total *(Gross – Market-based)* (tCO_2e)	**24**	**Per Person 1.19**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	2	33.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	4	67.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
299kg	14kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
12 Weeks	- Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	66%	34%	0%
Legal Staff	33%	66%	0%
Non-Legal Staff	0%	100%	0%
Promoted into Senior Roles	0%	100%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Green Star certification (fit-out or building)
- NABERS rating (Energy, Water or Waste)
- Environmental materiality or impact assessment
- Stakeholder engagement on environmental or sustainability issues
- Staff environmental training or awareness

CLIMATE ACTION

- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion
- IT and electronic equipment reuse, donation, or recycling
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Career breaks or sabbaticals
- Purchased (additional) leave
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Childcare support
- Part-time or reduced-hours arrangements
- Phased retirement
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options

STAFF DEVELOPMENT

- Structured career and competency frameworks
- Mentoring programs
- Coaching (professional or executive)
- Leadership and management development
- Legal project management
- Secondments (client or in-house)
- Business development and client relationship skills
- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria
- Inclusive job design and advertising

FAL LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

FAL Lawyers' team comprises highly qualified and experienced legal professionals with a strong understanding of Commonwealth law and the requirements of government and public sector clients. Our Canberra-based partners each have at least 15 years' legal experience, including extensive experience working within and advising the Commonwealth.

Our lawyers have outstanding academic credentials, including first-class honours degrees, Masters qualifications in areas including intellectual property and cybersecurity, and recognition through university awards and prizes. All lawyers maintain the professional licensing, practising and regulatory requirements applicable to their roles.

FAL's expertise is also recognised through professional rankings, industry recognition and appointments to public sector and governance bodies. For example, Canberra Managing Partner Adrian Snooks has been appointed to a Treasury governance board, reflecting FAL's strong understanding of public sector governance and commercial requirements.

Our lawyers bring extensive expertise across complex commercial legal transactions, including major projects, technology, defence, communications, procurement, grants, governance and contract management. This combination of technical expertise, commercial understanding and Commonwealth experience enables FAL to provide practical, strategic and high-quality legal advice tailored to the needs of our clients.

Our Community

FAL provides high-quality legal services at no cost to those in our community who need it most. We are particularly passionate about advancing pro bono legal services to young people/young adults to set them up for a brighter future, benefiting the individuals and Australian society as a whole.

Over the last 18 months, FAL's pro bono work has included:

- providing free legal advice to people under 25 for Youth Law Australia
- acting for young people facing significant financial hardship who cannot obtain legal aid, including setting aside an unconscionable loan and assisting with workplace bullying applications
- assisting to establish charities and not-for-profits, including Forever Four (supporting bereaved young families), Run for Mental Health (promoting positive mental health), Last Home Partners (supporting impecunious aged pensioners) and Two Wishes Foundation (supporting young people experiencing family breakdowns), and
- assisting clients referred from Justice Connect (commercial/IP law matters).

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 70% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 35,275 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Engagement with social enterprise or Indigenous suppliers
- Modern slavery and human rights
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Community and social impact

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Donation drives (blood, food, goods)
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Board and committee roles with community organisations

CORPORATE GIVING

- Internal appeals and collections
- Workplace giving
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Pro bono legal or business support for First Nations communities and organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)

FB RICE

The IP Navigators

FB Rice

Headcount (FTE):	179
Floor Area:	2,869
Number of Offices:	4

About FB Rice:

FB Rice is Australia's most trusted intellectual property firm with offices across the country and an established presence across New Zealand and South-East Asia. Our founder, Frederick Bernhard Rice was inspired by our nation's scientists and innovators and passionate about supporting them to protect their discoveries which remains the mission that drives us forward today.

We work with a diverse range of domestic and international clients including manufacturers, software companies, universities, hospitals, co-operative research centres and research institutes. Our approach combines unparalleled technical expertise with integrity and a determination to help clients achieve their goals.

FB Rice's unique approach has seen it win 19 Australian Client Choice Awards, including Best Specialist IP Firm nine years running.

At FB Rice, we champion innovation and create value. We cultivate an inclusive environment that extends from our employees to our clients. We do this by recruiting the best people; that is technical experts with excellent communication skills. The result is a superior service, with thoughtful, reliable and responsive professionals who optimise IP strategies for our clients. FB Rice is wholly owned by the partners of the firm.

FB RICE | The IP Navigators

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

FB Rice has for some years measured its environmental footprint. Measurement includes working with our partner, Pangolin Associates, to determine the greenhouse gas (GHG) emissions and other impacts from our business operations, including cooling and heating our offices, business travel and electricity used for our computers. FB Rice has moved to E-files rather than paper-based files which has led to a dramatic reduction in paper usage. FB Rice offsets its carbon footprint.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	75	-
Scope 2 Electricity *(Market-based)*	85	5.0%
Scope 3 Total Emissions	1,626	95.0%
Total *(Gross – Location-based)** (tCO_2e)	**1,695**	**Per Person 9.47**
Total *(Gross – Market-based)* (tCO_2e)	**1,710**	**Per Person 9.55**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	1,230	76.0%
Capital Goods	14	1.0%
Fuel & Energy-Related Activities	12	1.0%
Waste Generated in Operations	3	0.0%
Business Travel	367	23.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
57kg	0kg

Environmental Management

Environmental Policy | Environmental Targets | EMS

Climate Action

GHG Reduction Policy | GHG Reduction Target | Near-term SBT | Net Zero SBT | Climate Action Plan

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green lease or collaboration with landlord on sustainability
- Environmental materiality or impact assessment
- Green Star certification (fit-out or building)
- NABERS rating (Energy, Water or Waste)
- Full Carbon Offsetting

CLIMATE ACTION

- Air travel policy or reduction measures
- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Furniture and fit-out reuse or diversion

Our People

The partners of FB Rice are committed to seeing the business remain wholly owned by the partners of the firm. Our key areas of focus are our culture in that FB Rice continues to be a great place to work providing the best patent and trade mark services in Australia to our clients. Both of these goals are unimpeded by the expectations and demands of external shareholders.

FB Rice's CHAT values underpin everything we do.

- Continuously grow: empower, inspire and develop
- Helpful: help others to achieve
- Approachable: friendly with a positive attitude
- Teamwork: come together as one team with one purpose

FB Rice is committed to fostering a workplace environment in which people with diverse values, backgrounds, and experiences are not only accepted, but also empowered and celebrated. FB Rice engaged with the Workplace Gender Equity Agency to improve our initiatives and actions around gender equity.

Our staff are the key to our success, we give rigorous training and are committed to providing continuous professional development and ensure our staff are supported with their mental and physical health in a truly hybrid working environment.

Flexible Working

Employer Parental Leave Scheme | Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

Staff Development Policy

Diversity & Inclusion

Diversity & Inclusion Policy

Staff Gender Profile

Partners

70%	30%	0%
Male	Female	Non-Binary /Other

Legal Staff

45%	55%	0%
Male	Female	Non-Binary /Other

Non-Legal Staff

25%	75%	0%
Male	Female	Non-Binary /Other

Promoted into Senior Roles

40%	60%	0%
Male	Female	Non-Binary /Other

Employee Wellbeing

Psychosocial Wellbeing Policy | Physical Wellbeing Policy

Gender Equality

Gender Equality Policy | Gender Equality Target

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Childcare support
- Career breaks or sabbaticals

STAFF DEVELOPMENT

- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Mentoring programs
- Business development and client relationship skills
- Coaching (professional or executive)
- Secondments (client or in-house)
- Legal project management
- Leadership and management development

GENDER EQUALITY

- Gender pay equity analysis and remediation
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)
- Employer of Choice for Gender Equality (WGEA citation)

FB RICE | The IP Navigators

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

The FB Rice group is formally governed by the Executive Board consisting of the Managing Partner and three other elected Partners operating under formally delegated authority. The business has a documented Corporate Governance Policy that details Governance and leadership roles.

As part of their induction, all new employees are taken through the values and code of conduct for FB Rice. This is further instilled through the formal Continuing Professional Education program.

Our Community

FB Rice has an online portal to manage the various staff requests to support local charities received each year. The portal assists with coordinating FB Rice pro bono and charitable giving programmes that are growing year on year. The firm has a calendar of community days which are recognised through staff events and by the Partners matching staff financial donations. Examples include The Biggest Morning Tea and NAIDOC Week.

FB Rice staff and their families are involved in community volunteering programs and the staff have one day per year of paid community volunteering leave. One recent example is the So They Can annual dinner volunteering opportunity which was advertised on our intranet. So They Can have received financial support from FB Rice for a number of years and they spoke about their work at a whole firm event in March 2025.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate: -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered: 1

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: -

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Standalone ESG or sustainability report
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Modern slavery and human rights
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Alignment with UN Global Compact and/or SDGs
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Not applicable

CORPORATE GIVING

- Fundraising and charity events
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- Cultural capability and learning
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)

FPA Patent Attorneys

FPA Patent Attorneys

Headcount (FTE):	82
Floor Area:	817
Number of Offices:	2

About FPA Patent Attorneys:

FPA Patent Attorneys (FPA) is an independent, top-tier, Australian based, private incorporated registered attorney firm. With over 80 staff in Melbourne and Sydney, our primary focus is on two areas of Intellectual Property - Patents and Designs. We are the only Intellectual Property firm in Australia with this degree of specialisation. Our clients truly value the deep expertise that our attorneys are known for. In all that we do, our values of excellence, collaboration, care and trust underpin our work with our clients and with each other.

FPA Patent Attorneys

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

FPA is committed to reducing its environmental footprint and embedding sustainability into the way we work. Our approach is guided by our Environmental, Social and Governance (ESG) framework and supported by leadership, P&C and our Green Team, whose mission is to drive practical environmental initiatives, raise awareness and promote continuous improvement across the firm.

Key initiatives embedded within our operations include a paper-lite office program, maximum of one print device per office and responsible recycling of stationery, printer cartridges, coffee pods and soft plastics. We also prioritise the secure recycling and repurposing of IT equipment through certified eWaste providers, helping reduce landfill and extending the life of valuable technology resources.

FPA supports flexible and remote working arrangements, that help reduce commuting and business travel, while providing greater flexibility for our people. Our Green Team leads environmental awareness campaigns such as promoting the use of keep cups and our Melbourne office has a 5 star NABERS waste rating.

As a member of Australian Legal Sector Alliance, FPA measures and reports on its sustainability performance and continues to explore opportunities such as carbon-neutral travel and responsible supply chain management, contributing to a more sustainable future for our people, clients, communities and environment.

Our People

We continue to prioritise and invest in building an inclusive, respectful, psychologically safe workplace where our people can thrive and contribute to our success. Our focus includes advancing gender equity and workplace diversity, supporting flexible ways of working, strengthening employee wellbeing and engagement, building leadership capability, with clear action to address systemic barriers.

Initiatives include mental health first aid training, wellbeing leave, parental leave coaching, and a robust Work Health & Safety (WHS) program led by an active WHS Committee, building further a safety culture contributing to employee safety and wellbeing.

Our hybrid and flexible work model support autonomy and enable employees to balance the things that are important to them, reinforced by wellbeing allowances, flexible leave, and innovative work arrangements. Together, these initiatives underpin our value of care and reflect our commitment to a collaborative, inclusive and supportive workplace.

We invest significantly in professional development, through initiatives and programs such as leadership and parental leave coaching, retreats, lunch and learns, and continuous learning to build leadership capability and support the ongoing growth and development of all employees across the firm.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	24	-
Scope 2 Electricity *(Market-based)*	27	8.1%
Scope 3 Total Emissions	308	91.9%
Total *(Gross – Location-based)** (tCO_2e)	**331**	**Per Person 4.04**
Total *(Gross – Market-based)* (tCO_2e)	**334**	**Per Person 4.08**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	4	1.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	304	99.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 50%
- e-Waste Recycling 50%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
138kg	2kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
20 Weeks	20 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	67%	33%	0%
Legal Staff	54%	46%	0%
Non-Legal Staff	7%	93%	0%
Promoted into Senior Roles	50%	50%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- NABERS rating (Energy, Water or Waste)
- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Waste audits or composition assessments
- IT and electronic equipment reuse, donation, or recycling
- Surplus food donation or redistribution
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Phased retirement
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Career breaks or sabbaticals
- Childcare support
- Purchased (additional) leave
- Fertility or reproductive leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options

STAFF DEVELOPMENT

- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Leadership and management development
- Financial literacy, Clear writing, Presentation skills, Cyber security, Business development, IPTA course (IP), Management training and EA training.
- Structured career and competency frameworks
- Legal project management
- Secondments (client or in-house)
- Mentoring programs
- Coaching (professional or executive)
- Business development and client relationship skills

GENDER EQUALITY

- Gender pay equity analysis and remediation
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising

FPA Patent Attorneys

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

This year, FPA and the broader QANTM Group strengthened its governance and compliance framework through a significant program of policy development, implementation and employee education. A key achievement was the introduction of a comprehensive Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF) compliance framework, including policies, procedures, risk assessments, client onboarding controls, reporting mechanisms and governance oversight structures to ensure compliance with emerging regulatory obligations.

Recognising that effective governance depends on both robust frameworks and informed employees, the firm delivered targeted training programs including the Code of Conduct, Whistleblower Rights and Protections and Cyber Security.

These initiatives reinforced expected standards of ethical behaviour, employee responsibilities, confidentiality obligations and the mechanisms available for reporting concerns in a safe and protected environment.

Governance oversight was further enhanced through regular policy reviews, risk committee monitoring, compliance reporting and the continued maturation of the firm's policy management framework. Particular focus was placed on accountability, information governance, risk management and regulatory compliance. These initiatives, together, with the introduction of a new compliance learning platform, have strengthened organisational resilience, promoted a culture of integrity and accountability, and enhanced the firm's ability to manage regulatory obligations while maintaining the highest standards of client service and professional conduct.

Our Community

At FPA we are proud to support and celebrate the diverse and meaningful ways our team contribute to the broader community. Recent feedback from our staff shows active involvement across a wide range of initiatives, including cultural groups, charities, non-profits, sustainability and environmental groups, sports and recreational clubs, and educational institutions.

Our employees have taken on leadership roles such as board membership, committees, organising community garden projects, and supporting food banks in South Yarra. Others volunteer with organisations like PBS Radio, the MS Society's Mega Swims, Mullum Mullum Indigenous Gathering Place, and local clubs such as the Bullengarook Adult Riding Club as well as assisting Traditional Owner Groups with work environmental groups including tree-planting and other initiatives to help offset carbon emissions. Additional contributions include church services, bushwalking leadership, and school fundraising.

Of the employees that have volunteered, 62% have dedicated over 40 hours in the past financial year alone, demonstrating a deep, ongoing commitment to service. Their efforts reflect a workplace culture that encourages community-minded values and supports meaningful contributions beyond the office.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 8% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- \- — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Modern Slavery Statement publication
- WGEA gender equality reporting

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Board and committee roles with community organisations
- Secondments to not-for-profit or community organisations
- Environmental and conservation volunteering

CORPORATE GIVING

- Charitable foundation or trust
- Matched funding for employee donations
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Cultural capability and learning

gadens

Gadens

Headcount (FTE):	706
Floor Area:	14,103
Number of Offices:	6

About Gadens:

Gadens is a leading independent Australian law firm with offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney. Our vision is to be widely regarded as a leading independent Australian law firm by helping people succeed in a complex world.

Our values drive our behaviours, which are at the heart of our culture. We are committed to being an inclusive workplace, focusing on diversity and equality for our people.

We strive to create a culture where the principles of sustainability and corporate social responsibility are embraced and lived by our people every day, leaving a lasting impact in the communities in which we live and work.

We continue to provide opportunities for our staff to give back, whether that be through legal or non-legal avenues, and participate in projects that have real community impact.

gadens

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Community and Social Impact is one of the Firm's five key strategic pillars. Part of this strategy has been informed by the adoption of seven of the United Nations Sustainable Development Goals framework. Gadens has committed to achieving NetZero by 2030 and is implementing initiatives to reduce emissions and strengthen the sustainability of our operations.

We are committed to minimising our environmental footprint through actively managing and reducing Scope 3 emissions.

We continue to measure and manage our environmental impacts, strengthen responsible procurement practices, assess supplier performance, and work with clients and the broader legal profession to advance responsible business practices.

Our People

Gadens continues to be an employer of choice, supported by flexible work practices and a range of initiatives that promote employee wellbeing.

We maintain a market-leading parental leave policy that does not distinguish between primary and secondary caregivers, and our partnership with CareerTrackers continues to provide paid internship opportunities for First Nations law students.

Our inclusion and diversity initiatives foster a safe and inclusive workplace, while our learning and development framework supports career-long growth and progression.

We also remain committed to sustainability and responsible business practices, contributing to the communities in which we operate and supporting access to justice through our legal and community engagement activities.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	5	0.1%
Scope 2 Electricity *(Location-based)*	545	-
Scope 2 Electricity *(Market-based)*	231	5.6%
Scope 3 Total Emissions	3,872	94.3%
Total *(Gross – Location-based)* (tCO_2e)	**4,423**	**Per Person 6.26**
Total *(Gross – Market-based)* (tCO_2e)	**4,109**	**Per Person 5.82**
Carbon offsets (tCO_2e)	4,018	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	2,443	63.1%
Capital Goods	5	0.1%
Fuel & Energy-Related Activities	31	0.8%
Upstream Transportation & Distribution	54	1.4%
Waste Generated in Operations	29	0.8%
Business Travel	799	20.6%
Employee Commuting	420	10.9%
Upstream Leased Assets	91	2.3%

Waste & Resources

Offices with waste facilities:

- Organic Waste 67%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use
Total 15,988kg | Per Person 23kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
30 Weeks	30 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	60%	40%	0%
Legal Staff	34%	65%	1%
Non-Legal Staff	27%	73%	0%
Promoted into Senior Roles	42%	58%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- CitySwitch signatory
- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- NABERS rating (Energy, Water or Waste)

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Surplus food donation or redistribution
- Waste audits or composition assessments
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Flexible working hours or time in lieu (TOIL)
- Purchased (additional) leave
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Part-time or reduced-hours arrangements
- Phased retirement
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Coaching (professional or executive)
- Structured career and competency frameworks
- Legal project management
- Leadership and management development
- Secondments (client or in-house)
- Business development and client relationship skills
- Legal technology and AI capability
- Mentoring programs

GENDER EQUALITY

- Reproductive health support (not menopause).
- Gender-equitable work allocation (access to career-building work)
- Transparent promotion and progression criteria
- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders

gadens

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Gadens' Operational Risk Management and Compliance Framework, underpinned by our values, sets out our approach to governance, risk management and compliance with legal and regulatory obligations.

The framework incorporates comprehensive business continuity and disaster recovery protocols and guides our interactions with clients, contractors and suppliers. Risk considerations are integrated into decision-making across the Firm.

We assess the likelihood and potential impact of identified risks and implement appropriate controls and mitigation measures to reduce the risk of occurrence and minimise adverse impacts. This approach is supported by policies and procedures that govern our operations and promote compliance with applicable laws and regulations.

The Framework covers Governance and Ethics, Workplace Health and Safety (WHS), Quality, Sustainability, Procurement and Business Continuity.

Our Board and Executive Management Team operate within this governance structure and are accountable for their respective areas of responsibility. Equity and other partner meetings are convened as required.

Our Community

As a law firm, Gadens has a privileged and professional standing that confers a responsibility to contribute to the betterment of our community. This includes our professional and ethical responsibility to enhance access to the legal system, assisting disadvantaged and marginalised people and embracing the concept of corporate social responsibility.

Gadens is in its 12th year of being a signatory to the Australian Pro Bono Centre's National Pro Bono Target, which encourages lawyers to subscribe to a voluntary target of 35 hours of pro bono work per annum.

Gadens is committed to exceeding this target across the Firm. Gadens priorities the provision of pro bono legal services in the areas of climate justice and disaster response, financial abuse, supporting Aboriginal and Torres Strait Islander artists, reducing Aboriginal and Torres Strait Islander incarcertaion, protecting the human rights of marginalised communities and supporting community legal services.

In undertaking this work, Gadens partners with a number of community legal centres and not-for-profit organisations to undertake a range of case work, law reform, policy and advocacy work to provide access to justice to those most in need.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 20% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 17,400 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Mentoring and tutoring programs
- Disaster relief and emergency response volunteering
- Board and committee roles with community organisations
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres

CORPORATE GIVING

- In-kind donations (goods, services or facilities)
- Workplace giving
- Internal appeals and collections
- Matched funding for employee donations
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Secondments and volunteering with First Nations organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring
- Indigenous Business Month
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations community and organisational partnerships
- Cultural capability and learning

Gilchrist Connell

Gilchrist Connell

Headcount (FTE):	339
Floor Area:	3,837
Number of Offices:	5

About Gilchrist Connell:

Gilchrist Connell is a leading Australian insurance sector law firm, acting for insurers, underwriting agencies and businesses across all classes of general insurance. Operating nationally, we also support clients across New Zealand, Asia, Europe, the United States and the London market.

We believe corporate responsibility is about creating positive and lasting outcomes for our clients, people, industry and communities. Guided by our values of Be Bold, All In and Own It, we are committed to responsible governance, ethical decision-making and sustainable business practices.

Through our legal expertise, we help insurers and businesses navigate risk, resolve disputes and respond to complex events that impact organisations and communities. We actively contribute to the insurance sector through industry participation, thought leadership, professional education and knowledge sharing.

We are committed to reducing our environmental impact by embedding sustainable practices into our day-to-day operations, including minimising waste, reducing paper consumption and embracing more efficient ways of working.

Beyond our client work, we support community organisations through pro bono legal services, charitable initiatives and volunteering, while investing in the development of future legal professionals through mentoring, training and career opportunities. We also foster an inclusive and supportive workplace that promotes wellbeing, flexibility and professional growth, recognising that our people are central to delivering positive outcomes for our clients and communities.

Gilchrist Connell

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

We are committed to managing and reducing our impact on the environment. Gilchrist Connell's Environmental Management System includes clear measurable goals as the firm's progresses on its journey toward net zero. Consistent with law firms throughout Australia, we have identified that our greatest impact on greenhouse gas emission is through electricity use and business flights/ transport. We are implementing measures to reduce these impacts.

We have remodelled our policy as to what is necessary travel, utilise virtual meeting technology where possible, and priortisie use of Uber green vehicles where available. We have transitioned to green energy providers and engage with building management on sustainability initiatives wherever possible. We incorporate a number of 'business as usual' environmentally responsible practices across our offices including appropriate recycling of all paper, co-mingles and e-waste, use of recycled paper, defaulting to a paper-less document management system, and investing in energy efficient technologies.

Our Pro Bono practice has been providing background advocacy support for a climate-based charity providing reviews on just transition for Australian workers and research on climate refugees.

Our People

We believe our people are the key to achieving our strategic ambitions and delivering exceptional outcomes for our clients.

We are committed to creating a high-performing, inclusive and values-led workplace where people can grow, thrive and do their best work. During the past year, we introduced our Thrive System, bringing together performance, reward, wellbeing and career development into a connected employee experience. This includes Five to Thrive, our performance framework; Thrive Rewards, our incentive program; Thrive for Life, our wellbeing offering; and Thrive Forward, our new career progression and leadership pathway framework.

We also refreshed our firm values through extensive consultation with our people, ensuring they reflect who we are today and the culture we aspire to build for the future. Together with our employee feedback initiatives, the refreshed values help guide how we work, lead, collaborate and support our clients.

We continue to invest in wellbeing, flexibility, learning and leadership development, supported by our Inclusion Committee and a range of mentoring, coaching and professional development opportunities. Our people are also encouraged to make a positive impact through pro bono work, volunteering and community partnerships. Gilchrist Connell is proud to be a seven-time Australasian Lawyer 5-Star Employer of Choice, a certified Great Place to Work, a Family Friendly Workplace and a WGEA Employer of Choice for Gender Equality. We remain committed to continuously improving the experience of our people.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	87	-
Scope 2 Electricity *(Market-based)*	74	23.3%
Scope 3 Total Emissions	243	76.6%
Total *(Gross – Location-based)** (tCO_2e)	**329**	**Per Person 0.97**
Total *(Gross – Market-based)* (tCO_2e)	**317**	**Per Person 0.93**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	10	4.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	233	96.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 60%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 80%

Paper Use

Total	Per Person
3,697kg	11kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	8 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	52%	48%	0%
Legal Staff	40%	60%	0%
Non-Legal Staff	9%	91%	0%
Promoted into Senior Roles	27%	73%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green lease or collaboration with landlord on sustainability
- Environmental compliance audits or legal register
- Environmental materiality or impact assessment
- CitySwitch signatory
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion
- Waste audits or composition assessments
- Internal waste education or behaviour change campaigns
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Remote or hybrid work options
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Purchased (additional) leave
- Phased retirement
- Career breaks or sabbaticals
- Fertility or reproductive leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Legal project management
- Leadership and management development
- Business development and client relationship skills
- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Secondments (client or in-house)
- Structured career and competency frameworks
- Mentoring programs
- Coaching (professional or executive)

GENDER EQUALITY

- Bias-reviewed recruitment and promotion
- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders

Gilchrist Connell

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Gilchrist Connell is committed to strong governance, ethical business conduct and continuous improvement across all areas of the firm. We comply with applicable laws, regulations and corporate governance standards, supported by a mature risk and compliance framework overseen by our Chief Operations and Risk Officer.

During FY26, the firm continued to strengthen its governance programs through bi-annual enterprise risk assessments aligned to ISO 37001 principles, ongoing testing and refinement of our Business Continuity and resilience capabilities, and the maintenance of our ISO 27001 certification, demonstrating our commitment to protecting client, employee and business information through internationally recognised security standards.

The firm also advanced its anti-money laundering and counter-terrorism financing (AML/CTF) readiness program, implementing governance, policies, systems and staff training to support compliance with Australia's evolving AML/CTF regulatory framework.

In parallel, we progressed the responsible adoption of artificial intelligence, deploying AI tools in a controlled and transparent manner supported by governance protocols, user training, and clear requirements for human oversight and accountability.

Our Community

Pro Bono Principal Jilly Field leads our pro bono practice which is aimed at addressing unmet legal needs and supporting front line Community Legal Centres from a sociological lens. We recognise the tension inherent in corporate response to unfairness. Our Pro Bono Strategy is focused on literacy in systemic injustice, racism, structural unfairness and we work to develop realistic responses to complex social issues.

In FY26 we exceeded the Australian Pro Bono Target with an average of 37.7 hours per lawyer with a 45% participation rate. Our lawyers have prepared over 4000 hours this financial year on legal research and writing on social justice issues for front line lawyers. Topics included the rights of the child of incarcerated parents, legal systems abuse and children as victims of non payment of child support.

Our lawyers volunteer as legal advisers at the Mental Health Legal Centre, Baptist Care Homeless Clinic, Homeless Persons Legal Centre and Western Sydney Employment Clinic. Our Pro Bono lawyers assist Community Legal Centre's on secondment across Pilbara and Southwest in Western Australia providing assistance in family law, domestic violence and criminal injuries matters.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate — -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered — 1

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 6,853

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- City Switch

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Diversity, equity, and inclusion (DEI)
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Community and social impact
- Modern slavery and human rights
- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Not applicable

CORPORATE GIVING

- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning

Hall&Wilcox
smarter law

Hall & Wilcox

Headcount (FTE):	1,089
Floor Area:	11,369
Number of Offices:	8

About Hall & Wilcox:

Hall & Wilcox is a leading Australian independent law firm. Our purpose is to enable our clients, our people and our communities to thrive.

We partner with corporate, public sector and private clients across Australia, as well as those offshore doing business in Australia. We work across a broad range of sectors with clients who lead, challenge and reshape their industries.

Our Smarter Law approach shapes how we work and create value for our clients: we listen, we partner and we solve. We ask the right questions, work collaboratively and bring deep legal and industry expertise to find practical, innovative solutions that help our clients achieve better outcomes for today and tomorrow.

Hall&Wilcox smarter law

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

We are passionate about doing the right thing. In our decision-making we consider what is right for our planet and seek to minimise our environmental footprint.

We are a signatory of the UN Global Compact and we are committed to implementing, and advising clients on implementing, the 10 UN Global Compact principles. This includes taking a precautionary approach to environmental challenges, undertaking a variety of initiatives to promote greater environmental responsibility and adopting environmentally friendly technologies in our offices.

Our People

Inclusion is not an initiative at Hall & Wilcox – it is embedded in who we are. As one of Australia's leading independent law firms, with more than 157 partners and 1300+ people nationally, we combine scale and capability with a culture that genuinely values care, agility and collaboration.

Our commitment to diversity, equity and inclusion is deliberate and long-standing. We believe diversity leads to better outcomes – for our clients, our people and the legal profession. That belief shapes how we attract, recruit, retain and support women to progress across all levels of the firm.

We are driving meaningful change and our advocacy extends beyond the firm – through policy adoption, public partnerships and support. These actions are a part of our broader Better Together strategy, which spans gender equality, cultural diversity, accessibility, LGBTQIA+ inclusion, First Nations engagement and mental wellbeing across the legal profession, business and community.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	2.1	0.3%
Scope 2 Electricity *(Location-based)*	496	-
Scope 2 Electricity *(Market-based)*	64	8.0%
Scope 3 Total Emissions	735	91.7%
Total *(Gross – Location-based)** (tCO_2e)	**1,266**	**Per Person 1.16**
Total *(Gross – Market-based)* (tCO_2e)	**800**	**Per Person 0.73**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	9	1.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	726	99.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 800

Waste & Resources

Offices with waste facilities:

- Organic Waste 88%
- e-Waste Recycling 90%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use
Total 13,677kg | Per Person 13kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	8 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	60%	40%	0%
Legal Staff	29%	70%	1%
Non-Legal Staff	19%	80%	1%
Promoted into Senior Roles	29%	71%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Green lease or collaboration with landlord on sustainability
- Staff environmental training or awareness
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Air travel policy or reduction measures
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Waste audits or composition assessments
- Circular economy partnerships or initiatives
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion
- Surplus food donation or redistribution
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Childcare support
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Career breaks or sabbaticals

STAFF DEVELOPMENT

- Legal project management
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Mentoring programs
- Structured career and competency frameworks
- Leadership and management development
- Coaching (professional or executive)
- Secondments (client or in-house)
- Business development and client relationship skills
- Legal technology and AI capability

GENDER EQUALITY

- Gender-equitable work allocation (access to career-building work)
- Transparent promotion and progression criteria
- Equitable briefing policy (Law Council / CommBar model)
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising

Hall&Wilcox smarter law

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

The Hall & Wilcox Board of Partners (Board) is responsible for firm strategy, firm governance, firm clients, firm performance and risk management.

The Board discharges its responsibility for risk management via the firm's Board Risk Subcommittee. Responsibility for individual risks is allocated

in accordance with the firm's Risk Register, which is maintained by the COO and the General Counsel. The Risk Register allocates responsibility for business continuity risk to the COO, as regards physical risks to building and equipment, and to the Director - Technology, as regards technology risk. The firm's Executive Leadership Team (ELT) is responsible for collaborating in leading the firm and its practices.

The ELT is responsible for managing firm operations. Responsibility for managing individual firm policies that govern the conduct of firm personnel is allocated primarily to the relevant Corporate Services director/manager.

Each policy will be overseen by either the Board or the ELT, in conjunction with the relevant firm committee (if applicable), depending on the subject matter of the policy

Our Community

We support our community in various ways, including through our Community Fund and volunteering opportunities.

The Hall & Wilcox Community Fund was launched in September 2023 to deliver philanthropic support to our community. The Fund's goal is to improve human rights outcomes in the areas of housing, employment and education.

The Hall & Wilcox Community Fund's overall program complements our existing pro bono practice and community work. It will achieve its goal by:

- matching workplace giving donations
- allocating a donation budget to our community committees to support local campaigns
- providing substantial grants to three main charity partners each financial year.

We support our people in giving back to our local communities through volunteering, which is part of our Pro Bono & Community practice. Opportunities to volunteer are available within longstanding programs, such as mentoring high school students from low socio-economic backgrounds, and new initiatives such as Graduate Volunteer Community Days. Since launching the Hall & Wilcox Community Fund, we have established Community Committees in each of our offices who provide local volunteering opportunities for our people. Many of our people give their time to better enable our communities to thrive and find it to be extremely rewarding

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 28,329

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Modern Slavery Statement publication
- UN Global Compact (Communication on Progress)
- Standalone ESG or sustainability report
- Website disclosure of sustainability strategy, targets, and performance

SUPPLIER STANDARD COVERAGE

- Engagement with social enterprise or Indigenous suppliers
- Environmental sustainability and climate impacts
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights
- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Alignment with UN Global Compact and/or SDGs

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres

CORPORATE GIVING

- Partnerships with charities or community organisations
- Fundraising and charity events
- In-kind donations (goods, services or facilities)
- Disaster relief and emergency appeals
- Community grants program
- Charitable foundation or trust
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- First Nations community and organisational partnerships
- First Nations procurement and supplier engagement
- First Nations employment pathways (internships, cadetships, graduate roles)
- Secondments and volunteering with First Nations organisations
- Cultural capability and learning
- Scholarships and student mentoring

HICKSONS HUNT&HUNT HOLMAN WEBB

Hicksons

Headcount (FTE):	315
Floor Area:	6,571
Number of Offices:	5

About Hicksons:

Hicksons is committed to conducting business responsibly, ethically and sustainably. Corporate responsibility is embedded in our culture and strategic vision, reflecting our focus on clients, our people and the communities we serve.

Our governance framework includes approved policies addressing human rights, Diversity & Inclusion, Indigenous participation, anti-corruption, sustainable procurement, whistleblower protection and professional conduct. These commitments are supported by our Partners and implemented under the leadership of our Managing Partner and Chief Operating Officer.

Our community initiatives include an annual $10,000 sponsorship of the NSW Department of Education's Nanga Mai Awards. This provides an Aboriginal student with a two-week paid internship, accommodation assistance, coaching and mentoring.

We also sponsored students to travel and attend the 2025 Future Health Symposium, which encourages students aged 12–16 to develop future-focused ideas, engage with industry leaders and explore STEM careers.

Our structured pro bono program improves access to justice for people experiencing disadvantage or economic exclusion. We support charities, not-for-profit organisations, social enterprises and community legal services through free legal assistance, community legal education, law reform initiatives and legal secondments. The program is aligned with the National Pro Bono Target of at least 35 hours per lawyer annually.

HICKSONS HUNT&HUNT HOLMAN WEBB

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Hicksons integrates environmental sustainability considerations into the location, fit-out and operation of its offices at Barangaroo and Bligh Street (Sydney), Newcastle, North Ryde and Griffith. The firm works closely with landlords and building managers to support energy efficiency, water conservation, waste reduction and improved environmental performance.

Several offices are located within buildings featuring recognised sustainability certifications and environmentally focused infrastructure. At Barangaroo, the precinct, including Tower One, operates on 100% renewable electricity and maintains environmental reporting and waste management programs. The precinct has achieved recognised sustainability credentials, including Climate Active certification, WELL certification, ActiveScore Gold, and NABERS and Green Star ratings. Across the firm's office portfolio, sustainability initiatives include energy-efficient building systems, sensor-controlled lighting, high-performance glazing, air-conditioning optimisation technologies, rooftop solar generation, water recycling measures and end-of-trip facilities.

The firm contributes to environmental performance through participation in landlord-led Sustainable Building Management Committees where available. These forums support collaboration on building operations, environmental outcomes and continuous improvement opportunities.

The firm also actively promotes environmental awareness through workplace initiatives encouraging efficient resource use, waste reduction, recycling and sustainable transport choices as part of its commitment to responsible and sustainable business practices.

Our People

Hicksons' commitment to people and culture is driven by its Being Our Best strategy, underpinned by the values of Excellence, Respect, Integrity and Responsibility. The firm invests in attracting, developing and retaining talent through an end-to-end people strategy that supports employees from recruitment and onboarding through to career progression, leadership and succession planning.

Key priorities include employee wellbeing, learning and development, performance, recognition, Diversity & Inclusion, and career growth. Employees are supported through initiatives such as the Mental Health & Wellbeing Program, Employee Assistance Program, mentoring program, Hicksons Academy, structured learning pathways, traineeships and transparent promotion frameworks from Associate through to Partner.

Through its Clear Constructive Conversations framework, leadership-driven culture initiatives and commitment to gender equality and inclusion, Hicksons fosters a high-performing and collaborative workplace. These programs help employees reach their full potential while supporting employee engagement, internal progression and the firm's long-term growth and success.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	156	-
Scope 2 Electricity *(Market-based)*	198	81.5%
Scope 3 Total Emissions	45	18.5%
Total *(Gross – Location-based)** (tCO_2e)	**182**	**Per Person 0.58**
Total *(Gross – Market-based)* (tCO_2e)	**243**	**Per Person 0.77**
Carbon offsets (tCO_2e)	0	

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	27	60.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	18	40.0%

Waste & Resources

Offices with waste facilities:

- Organic Waste 60%
- e-Waste Recycling 100%
- Paper Recycling 80%
- Commingled Recycling 80%

Paper Use

Total	Per Person
8,173kg	26kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
16 Weeks	3 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	50%	50%	0%
Legal Staff	31%	69%	0%
Non-Legal Staff	21%	79%	0%
Promoted into Senior Roles	29%	71%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)
- CitySwitch signatory
- Environmental compliance audits or legal register
- Staff environmental training or awareness

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Furniture and fit-out reuse or diversion
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Waste audits or composition assessments
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Study/Professional Development Leave; Flexibility for disability needs; Volunteering leave
- Study/Professional Development Leave;
- Purchased (additional) leave
- Career breaks or sabbaticals
- Childcare support
- Fertility or reproductive leave
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Phased retirement
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Well-being training, AML Compliance Training
- Structured career and competency frameworks
- Legal project management
- Business development and client relationship skills
- Mentoring programs
- Legal technology and AI capability
- Secondments (client or in-house)
- Coaching (professional or executive)
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Leadership and management development
- Well-being training

GENDER EQUALITY

- Transparent promotion and progression criteria
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation

HICKSONS HUNT&HUNT HOLMAN WEBB

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Hickson's governance structure is the cornerstone of its business model, deeply rooted in the firm's culture and values. Our model emphasizes four strategic pillars: client development, attracting and retaining top talent, delivering exceptional services and solutions, and achieving operational excellence.

To realise our strategic goals and vision, we implement a variety of programs and initiatives aligned with these pillars.

Hickson is dedicated to continuous improvement and the creation of sustainable value. The firm is guided by a Board of Directors and supported by the Managing Partner and Chief Operating Officer.

Additionally, several board-appointed committees, including those for Risk and Compliance, Remuneration, and Finance, play crucial roles in ensuring our success.

Our Community

The firm is dedicated to advancing its CSR strategy, through a range of initiatives aimed at making a positive impact to the community and the legal industry. Our key efforts include:

- Providing pro-bono legal services and expert guidance to community legal centers and environmental crisis organizations.
- Offering sponsorships to students from disadvantaged backgrounds.
- Partnering with institutions such as Western Sydney University, Neuroscience Research Australia, and the NSW Government to deliver traineeship programs.
- Supporting Indigenous students through sponsorships and career opportunities provided by CareerTrackers and the Nanga Mai Awards.
- Endorsing the NSW Premier's Hicksons Lawyers Health, Education, and Wellbeing Scholarship.
- Committing to the NSW Police Legacy and sponsoring the NSW Police Legacy Child Safety Handbook.
- Our Graduate Program which focuses on cultivating the next generation of leaders and fostering their professional growth.
- Internship opportunities for law students

We actively participates in various organization-led initiatives, including STEPtember, R U OK? Day, Jeans for Genes Day, and Australia's Biggest Morning Tea, reflecting our support for important social causes. The firm demonstrates involvement through contributions on social media and hosting events to engage staff and clients. We are continually exploring new opportunities to deepen our involvement and contributions toward meaningful change.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Informal
- Employee Volunteering Participation Rate — -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered — 20

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 7,628

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Standalone ESG or sustainability report

SUPPLIER STANDARD COVERAGE

- Engagement with social enterprise or Indigenous suppliers
- Modern slavery and human rights
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Not applicable

CORPORATE GIVING

- Fundraising and charity events
- Workplace giving
- Internal appeals and collections
- Charitable foundation or trust
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- First Nations employment pathways (internships, cadetships, graduate roles)
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring

HOLDING REDLICH

Holding Redlich

Headcount (FTE):	387
Floor Area:	11,246
Number of Offices:	5

About Holding Redlich:

Holding Redlich is a large commercial law firm, having consistently grown due to our unwavering commitment to our clients. We provide tailored solutions, underpinned by the very best legal thinking and expert industry knowledge.

Our firm has a particular focus in key areas of practice, each sector harnessing their own specialist team of trusted legal advisors and senior lawyers. We act for some of Australia's largest companies, high profile clients, corporations, Government and statutory authorities, providing our clients with strategic solutions.

Holding Redlich goes beyond legal services and is committed to strengthening the communities in which we work, with deeply embedded values and actions in social justice, Indigenous reconciliation and local economic participation.

Through our pro bono program, workplace giving program (the Holding Redlich Social Justice Fund) and our ongoing reconciliation initiatives, we aim to contribute to many communities across Australia.

Our key achievements include providing over 8,500 hours of pro bono work for FY25-26, donating over $800,000 to our charity partners since 2005, and championing law reform for Aboriginal and Torres Strait Islander peoples, including the support we provided for the Uluru Statement from the Heart.

HOLDING REDLICH

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Holding Redlich aims to improve our sustainability impact by implementing achievable and practical programs and policies to reduce our impact on the environment in all aspects of the firm's operations.

We have developed and implemented a formal environmental sustainability plan that demonstrates our commitment to environmental sustainability, waste reduction, and promotes the procurement of products containing recycled content. It includes the purchase of office supplies, fitout materials, electronic equipment, and any other products or services where recycled content can be utilised. We work collaboratively to build the capacity of our suppliers, staff and other stakeholders to improve their sustainable practice.

Further, we will implement training, education and communication materials to enhance the delivery of these strategies, employee understanding of circularity and waste optimisation, and the overall waste management system. This plan underscores Holding Redlich's dedication to the highest ethical standards and environmental performance.

Our People

At Holding Redlich, we are committed to creating a diverse and inclusive workplace in which our people can thrive.

We understand that Diversity & Inclusion is critical in enabling an environment in which our people feel fully supported in all aspects of their work life, which enhances the likelihood of talent retention, and ultimately the provision of high-quality services to our clients.

The People and Development team, in conjunction with the leadership team and the firm's partners, are responsible for the creation and implementation of the Diversity & Inclusion initiatives that support the firm including initiatives around employee well-being, work performance and gender equality. Our median total remuneration gender pay gap is currently 13.4%, below the industry average of 17.7%.

We are particularly proud to have been named as an Employer of Choice for Gender Equality for the 19th consecutive year. This is an important recognition of our firm's ongoing and unwavering commitment to diversity and equality. Only 114 other organisations have met the criteria for the citation, which becomes more stringent each year, continuously raising the bar in terms of what it means to be a leading employer in this area.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.2	0.0%
Scope 2 Electricity *(Location-based)*	362	-
Scope 2 Electricity *(Market-based)*	426	72.5%
Scope 3 Total Emissions	161	27.4%
Total *(Gross – Location-based)** (tCO_2e)	**498**	**Per Person 1.29**
Total *(Gross – Market-based)* (tCO_2e)	**588**	**Per Person 1.52**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	58	36.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	103	64.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
11,377kg	29kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	4 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	60%	40%	0%
Legal Staff	23%	77%	0%
Non-Legal Staff	18%	82%	0%
Promoted into Senior Roles	12%	88%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- Stakeholder engagement on environmental or sustainability issues
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Environmental materiality or impact assessment
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Electrification of building services or phasing out natural gas
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Part-time or reduced-hours arrangements
- Purchased (additional) leave
- Flexible working hours or time in lieu (TOIL)
- Career breaks or sabbaticals
- Fertility or reproductive leave
- Childcare support
- Phased retirement
- Remote or hybrid work options

STAFF DEVELOPMENT

- Leadership and management development
- Legal project management
- Coaching (professional or executive)
- Business development and client relationship skills
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Tuition assistance and study leave programs, leadership development programs
- Legal technology and AI capability

GENDER EQUALITY

- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Employer of Choice for Gender Equality (WGEA citation)
- Bias-reviewed recruitment and promotion
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders

HOLDING REDLICH

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Our legal practice is governed by laws, regulations and the common law. Our Client Commitment Charter outlines our commitment to provide high quality service in all interactions with our clients without discrimination.

Our Quality Assurance Framework ensures we provide the highest quality and updated advice to meet risk management requirements.

Our Risk Management Committee is responsible for managing the firm's risk profile, including the identification, assessment and prioritisation of the firm's strategic, legal and operational risks and key risk indicators. Our Executive Committee and management team manages the firm's sustainability program including monitoring our supply chain for risks related to modern slavery and ensuring sustainable procurement.

Since FY2019-2020 Holding Redlich has consolidated revenue of +$100M, requiring us to report on risks of modern slavery within our operations and supply chains, and actions to address them.

We require all major suppliers to agree to our Supplier Code of Conduct. Our policies ensure our staff have safe and flexible working environments, with our Diversity & Inclusion Committee encouraging a workplace where all our people feel included.

We have been awarded by the Australian Government's Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality for the 17th consecutive year.

Our Community

The three main components of Holding Redlich's community work are its pro bono program, workplace giving program and work with First Nations peoples.

The firm's pro bono program is an integral part of its work and culture in fulfilling its commitment to human rights and social justice.

The work performed through our pro bono program covers a number of areas of law and groups of people, including refugees, First Nations peoples, women and youth at risk, elder abuse, the arts, the environment, and charitable organisations. The Holding Redlich Social Justice Fund (workplace giving program) receives individual contributions from partners and staff, with all individual contributions being matched by the firm.

The Fund makes donations to our charity partners, and currently focuses on supporting vulnerable young people, women experiencing family violence and First Nations peoples. Holding Redlich recognises that we have a responsibility to take action to engage in and promote reconciliation.

In particular, we have a commitment to creating employment pathways for First Nations students through the provision of university scholarships and internship opportunities.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 7% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 1,110 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Data security and confidentiality
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Diversity, equity, and inclusion (DEI)
- Community and social impact
- Engagement with social enterprise or Indigenous suppliers

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Environmental and conservation volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Fundraising and charity events
- Community grants program
- In-kind donations (goods, services or facilities)
- Partnerships with charities or community organisations
- Matched funding for employee donations
- Workplace giving
- Internal appeals and collections
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations procurement and supplier engagement
- Scholarships and student mentoring
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations

K&L GATES

K&L Gates

Headcount (FTE):	497
Floor Area:	13,858
Number of Offices:	4

About K&L Gates:

K&L Gates is a fully integrated global law firm with 48 offices located in key capital cities and world commercial and financial centres across 5 continents. Locally, we have over 280 lawyers based in Melbourne, Sydney, Brisbane and Perth where our lawyers collectively have a deep knowledge of the Australian legal marketplace across a wide spectrum of industries.

At K&L Gates we are continually dedicated to providing exemplary client service and excellent technical advice, using innovation and best practice to drive value for our clients.

Additionally, we strongly promote and support workplace diversity, professional excellence, opportunities for work balanced careers, community service and pro bono work. Each of these values is integral to our firm's organisational structure and success, and they are acknowledged and reinforced through the daily actions and teamwork of everyone in the firm.

K&L GATES

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Environmental sustainability is a core value of K&L Gates. We are committed to minimising the impact of our business activities on the environment by adhering to sustainable and ethical work practices and setting and monitoring carbon footprint targets.

To demonstrate this commitment we have in place a standards based environmental management system that incorporates guidance from international standard ISO14001 Envornmental Managment Systems and a Plan to Net Zero Emissions.

As a professional services firm, our primary carbon footprint is attributable to purchased energy, travel and paper usage. We incorporate environmental sustainability into our landlord negotiations and procurement practices and we have measured and analysed our carbon footprint across a 15 year period.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	48.5	2.7%
Scope 2 Electricity *(Location-based)*	515	-
Scope 2 Electricity *(Market-based)*	630	34.9%
Scope 3 Total Emissions	1,129	62.5%
Total *(Gross – Location-based)** (tCO_2e)	**1,653**	**Per Person 3.33**
Total *(Gross – Market-based)* (tCO_2e)	**1,808**	**Per Person 3.64**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	92	8.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	1,037	92.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
15,311kg	31kg

Environmental Management

Environmental Policy | Environmental Targets | EMS

Climate Action

GHG Reduction Policy | GHG Reduction Target | Near-term SBT | Net Zero SBT | Climate Action Plan

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- NABERS rating (Energy, Water or Waste)
- Environmental compliance audits or legal register
- Green lease or collaboration with landlord on sustainability
- Environmental materiality or impact assessment
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Electrification of building services or phasing out natural gas
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling
- Surplus food donation or redistribution
- Furniture and fit-out reuse or diversion
- Waste audits or composition assessments
- Internal waste education or behaviour change campaigns

Our People

Our Employee Value Proposition

1. We believe our culture is unique - reflecting our people as being down to earth, collaborative, socially responsible and with a strong work ethic.

2. We recognise the individual needs and differences each person brings to the firm. Our aim is to create a supportive culture which fosters an environment where everyone can work to their full potential.

3. We recognise that mental health is a major issue within the legal industry and we've adopted the following health and wellbeing initiatives to support our employees and partners:

- a Phsycosocial/Vicarious Trauma framework to ensure identification and support where our employees and partners are exposed to traumatic content or circumstances as a result of their legal work

- Enhanced Australian Parental Leave Policy which includes:
  - increasing paid parental leave for primary carers to 26 weeks and for secondary carers to 6 weeks
  - reducing the current 12 month eligibility period to immediate eligibility upon commencement of employment

- a firm funded Employee Assistance Program
- health & wellbeing initiatives such as sporting and social events, wellness subsidy and fruit for all staff
- regular training on mental health and wellbeing topics
- participation in initiatives: R U OK? day, domestic and family violence prevention month, Movember, and International Women's Day.

Flexible Working

Employer Parental Leave Scheme | Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	6 Weeks

Staff Development

Staff Development Policy

Diversity & Inclusion

Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	76%	24%	0%
Legal Staff	40%	60%	0%
Non-Legal Staff	35%	65%	0%
Promoted into Senior Roles	35%	65%	0%

Employee Wellbeing

Psychosocial Wellbeing Policy | Physical Wellbeing Policy

Gender Equality

Gender Equality Policy | Gender Equality Target

Activities & Initiatives

FLEXIBLE WORKING

- Fertility or reproductive leave
- Career breaks or sabbaticals
- Childcare support
- Purchased (additional) leave
- Phased retirement
- Remote or hybrid work options
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Legal technology and AI capability
- Structured career and competency frameworks
- Coaching (professional or executive)
- Secondments (client or in-house)
- Leadership and management development
- Mentoring programs
- Business development and client relationship skills
- Legal project management
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Gender-equitable work allocation (access to career-building work)
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Transparent promotion and progression criteria

K&L GATES

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

At K&L Gates, everyone is responsible for good governance and must commit to the firm's environmental, social and governance goals and objectives.

Our governance frameworks and processes are overseen by the Global Management Committee, which includes our Australian Managing Partner, Practice Area Leaders for our 9 primary practice areas and our Administrative Partners.

At a local level, our Australian Advisory Committee oversees our Australian operations, with a focus on risk, quality, audit, assurance, ethics, environmental, social and innovation.

Our Community

Pro bono and community service provide an invaluable contribution to the community and particularly to those who otherwise cannot afford such services.

K&L Gates believes that providing pro bono service is a vital element of every lawyer's professional responsibility.

The firm has a long tradition of providing community service and has in place a policy and targets encouraging our lawyers to engage in community service.

Consistent with this policy, the firm is a signatory to the Law Firm Pro Bono Challenge and has committed to provide pro bono services at a level equal to or greater than 3% of its annual billable hours.

We celebrate National Pro Bono Day annually and formally recognise those who have performed more than 50 hours of pro bono service each year.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Informal
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 9,928

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Standalone sustainability or sustainability report
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Diversity, equity, and inclusion (DEI)
- Engagement with social enterprise or Indigenous suppliers
- Environmental sustainability and climate impacts
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Engaged a third party to undertake a modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Capacity-building for community legal centres

CORPORATE GIVING

- Matched funding for employee donations
- Workplace giving
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- First Nations procurement and supplier engagement
- Secondments and volunteering with First Nations organisations
- First Nations community and organisational partnerships
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations

LANTERN LEGAL GROUP

Lantern Legal Group

Headcount (FTE):	96
Floor Area:	3,108
Number of Offices:	2

About Lantern Legal Group:

The Lantern Legal Group is a local law firm with offices in Melbourne and Geelong.

We believe that exceptional legal services go beyond just providing advice. It is our ability to bring clarity and deliver what matters, that sets us apart.

With decades of experience and deep expertise across multiple practice areas, The Lantern Legal Group is a trusted adviser to businesses, individuals and government. We combine local knowledge with industry-leading insight to deliver solutions that are innovative, practical and strategically focused.

LANTERN LEGAL GROUP

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

The Lantern Legal Group recognises the environmental impact of its operations and is committed to reducing energy, water and paper consumption, minimising waste and lowering its carbon footprint. We monitor electricity usage and have water-saving devices installed in our offices. Our recycling arrangements cover paper, cardboard, polystyrene, batteries and commingled waste. Confidential documents are securely shredded and pulped for recycling, while electronic waste is provided to a local not-for-profit organisation for dismantling and recycling.

While paper remains necessary for some aspects of our work, we seek to reduce its use through our paper-lite initiative. We monitor printing volumes, use double-sided and black-and-white printing as default settings, and receive invoices electronically wherever possible.

We encourage team members travelling between our Geelong and Melbourne offices to use public transport in preference to private vehicles.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.1	0.1%
Scope 2 Electricity *(Location-based)*	92	-
Scope 2 Electricity *(Market-based)*	95	84.8%
Scope 3 Total Emissions	17	15.2%
Total *(Gross – Location-based)** (tCO_2e)	**106**	**Per Person 1.10**
Total *(Gross – Market-based)* (tCO_2e)	**112**	**Per Person 1.17**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	13	76.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	4	24.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste %
- e-Waste Recycling %
- Paper Recycling %
- Commingled Recycling %

Paper Use

Total	Per Person
2,707kg	28kg

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion

Our People

Our people are central to the success of The Lantern Legal Group. We are committed to a workplace culture in which team members feel valued and supported. Our focus is on creating an environment that supports professional development, personal wellbeing and opportunities for our people to contribute and succeed.

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
12 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	53%	47%	0%
Legal Staff	37%	63%	0%
Non-Legal Staff	15%	85%	0%
Promoted into Senior Roles	39%	61%	0%

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)

STAFF DEVELOPMENT

- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Secondments (client or in-house)
- Coaching (professional or executive)
- Mentoring programs
- Legal project management
- Leadership and management development
- Business development and client relationship skills

GENDER EQUALITY

- Gender pay equity analysis and remediation

LANTERN LEGAL GROUP

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

The Lantern Legal Group is committed to governance that promotes accountability, transparency and integrity across its operations. We maintain a focus on systems and processes that support ethical decision-making, compliance with legal and regulatory obligations, and the sustainable growth of the Group.

Our Community

The Lantern Legal Group is committed to contributing to the communities in which we live and work. Our community programs focus on access to justice, social responsibility and engagement that reflects the values of our people. Through pro bono initiatives, we provide legal expertise to individuals, charities and not-for-profit organisations that may otherwise be unable to access legal support. We encourage our people to contribute their skills and time to support community needs and make a positive contribution beyond our client work.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 20% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- \- — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Environmental sustainability and climate impacts

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- Fundraising and charity events
- Charitable foundation or trust
- Matched funding for employee donations
- Workplace giving

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations

macpherson kelley.

Macpherson Kelley

Headcount (FTE):	252
Floor Area:	6,993
Number of Offices:	5

About Macpherson Kelley:

Founded in 1905, Macpherson Kelley boasts a rich legacy. Over the years we have consistently adapted to the changing legal and business landscape, staying ahead of the curve to provide our clients with the best possible service.

Macpherson Kelley is a Commercial law firm that thinks differently - our lawyers possess a rare combination of commercial acumen, legal ingenuity, and human insight. That's why we treat each client's business as if it's our own, delivering intelligent recommendations they can act on.

Our lawyers work across a broad spectrum of practice areas, each offering specialised, industry-led expertise and a full suite of services. With offices in Melbourne, Dandenong, Sydney, Brisbane and Adelaide, our law firm is equipped to provide practical advice and intelligent insight throughout every stage of the business lifecycle. In addition, our international network extends through the pacific and beyond.

macpherson kelley.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Macpherson Kelley has an ongoing commitment to improve and expand our firmwide environmental strategy. Each of our offices is equipped with state-of-the-art IT and video conferencing equipment, allowing us to collaborate with clients and employees across different geographical areas, reducing travel requirements.

Two of our office spaces are in carbon-neutral buildings, and we are focusing on and prioritising the following programs:

- Waste recycling and separation systems, including office waste, hardware and electronics
- Continued purchase of green power across our offices and the implementation of energy reduction strategies, including forced computer shutdowns and efficient lighting automation
- Continuous reduction in paper usage across all our offices, including the ongoing commitment to the Paper Lite office program

In FY25, we transitioned 100% of our electricity consumption to Greenpower and purchased carbon offsets for the remaining 126 tonnes of emissions reported under the AusLSA framework.

We intend to expand our environmental strategy and monitor best practice in reducing our environmental footprint.

Our People

Our wellbeing strategy embeds healthy working practices, providing meaningful, practical support for our people both professionally and personally. Macpherson Kelley fosters a collaborative environment, continually evolving our approach based on employee feedback through various employee listening activities.

Over the last year, we have prioritised resilience, connection and belonging across the firm, with learning activities delivered in each of these areas. Recognising cost-of-living pressures, we introduced a targeted Cost-of-Living Subsidy over three months to ease financial stress. Our embedded Wellness+ program continues strong engagement, including flu vaccinations, health checks, EAP, MK Chats, mindfulness activities, and the MK Good Thinking: a physical activity initiative. We also created space for open conversation through Menopause in Life & Work, reducing stigma and building awareness.

Beyond wellbeing, our culture is grounded in our values - talk straight, better each day, play as a team - which shape how we work, communicate and support one another day to day. This is reinforced through flexible working arrangements, paid parental and fertility leave, and our Gender Equality Action Plan, driving meaningful change from within. We invest in our people's growth through the Macpherson Kelley Business School, building capability and career development at every level.

This holistic commitment to our people and culture saw us named Employer of Choice by Australasian Lawyer for four consecutive years, 2023-2026 - a reflection of the strength of our workplace and the trust our people place in it.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.4	0.2%
Scope 2 Electricity *(Location-based)*	286	-
Scope 2 Electricity *(Market-based)*	0	0.0%
Scope 3 Total Emissions	186	99.8%
Total *(Gross – Location-based)** (tCO_2e)	**504**	**Per Person 2.00**
Total *(Gross – Market-based)* (tCO_2e)	**187**	**Per Person 0.74**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	0	0.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	186	100.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 187

Waste & Resources

Offices with waste facilities:

- Organic Waste 60%
- e-Waste Recycling 60%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
1,301kg	5kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
20 Weeks	4 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	60%	40%	0%
Legal Staff	31%	69%	0%
Non-Legal Staff	34%	66%	0%
Promoted into Senior Roles	71%	29%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- NABERS rating (Energy, Water or Waste)
- Green lease or collaboration with landlord on sustainability
- Environmental compliance audits or legal register
- Environmental materiality or impact assessment
- Green Star certification (fit-out or building)
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Part-time or reduced-hours arrangements
- Childcare support
- Fertility or reproductive leave
- Flexible working hours or time in lieu (TOIL)
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Career breaks or sabbaticals
- Remote or hybrid work options
- Purchased (additional) leave
- Phased retirement

STAFF DEVELOPMENT

- Structured career and competency frameworks
- Legal technology and AI capability
- Business development and client relationship skills
- Coaching (professional or executive)
- Leadership and management development
- Mentoring programs
- Secondments (client or in-house)
- Legal project management
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Menopause and reproductive health support
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising

macpherson kelley.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Macpherson Kelley has a corporate structure, with governance, risk and compliance resting at or driven from the Board. The Board consists of 5 members: 3 Executive and 2 Non-Executive. Day to day management of the legal firm subsidiary is undertaken by an Executive team consisting of a National Managing Principal Lawyer, COO, CIO, CFO, CPO, and Managing Principal Lawyers representing each of our offices. The group is independently audited annually.

We have robust controls, policies and procedures covering ethics, conduct, bullying & harassment, wellbeing, inclusion, complaints handling. These are supported through induction and ongoing training programs. Business continuity plans and crisis management systems are constantly being reviewed and developed. Our values drive a team based, open and supportive culture.

Our Community

At Macpherson Kelley, we value our role in contributing to positive community impact. Our community engagement is driven by our ongoing partnerships with community organisations and relationships developed through the Macpherson Kelley Foundation (MKF).

MKF was established in 2016 as a vehicle for a strategic and inclusive approach to community giving. Charitable contributions from Macpherson Kelley and our workplace giving program have enabled MKF to donate over $680,000 to community organisations.

This has occurred through our annual grants program, and targeted fundraising activities which have supported several one-off appeals for national and worldwide health and humanitarian crises. In FY26, approximately 51% of our employees contributed to our workplace giving program, with Macpherson Kelley matching 100% of funds raised through charitable contributions and supporting MKF resourcing. This engagement demonstrates a workplace culture that values our commitment to positive outcomes for the communities in which we live and work.

To advance our community engagement we promote volunteer opportunities to our employees who can access a paid volunteer leave day each year. In 2026 we successfully participated in the Lifeblood Blood Drive as part of our Volunteering program.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 3% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- \- — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Environmental sustainability and climate impacts
- Engagement with social enterprise or Indigenous suppliers
- Community and social impact
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Community grants program
- Disaster relief and emergency appeals
- Matched funding for employee donations
- Workplace giving
- Internal appeals and collections
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning

MALLESONS

Mallesons

Headcount (FTE):	1,738
Floor Area:	32,288
Number of Offices:	5

About Mallesons:

Mallesons is the top-tier independent firm from Australia, a full-service firm trusted on the most complex and consequential matters across our region and around the world. Mallesons has offices in Sydney, Melbourne, Brisbane, Canberra and Perth. We also have an office in Singapore.

Our Australian practice covers a diverse range of clients, including global, regional and local blue-chip corporations, leading financial institutions, and government entities. We combine deep sector expertise with creative legal strategies that drive commercial success.

Our independence gives us the flexibility to combine our top tier full-service capability with the best advisers in every market.

We have more than 190 partners and over 1,100 lawyers who are locally qualified and globally experienced. The quality of our capability is reflected in our market standing – e.g. for 8 consecutive years, we have had more Band 1 practices and Band 1 individuals in Chambers and Legal 500 than any other firm.

We're here to be the firm clients and communities trust most with their future in a world that never stands still. To have an outsized impact. To lead the market. To make a difference to be proud of. To create careers that can go everywhere.

MALLESONS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

FY24 and FY25 were prepared by an external consultant; FY26 we calculated in-house, licensing emission factor sets and applying them to activity data where it exists and spend-based data where it does not. This gave more accurate categorisation and factor application across our purchasing. We will seek limited assurance of our FY26 emissions inventory and are in the process of recalculating FY24 and FY25 emissions to align with our updated methodology. We are now in the process of re-validating our SBTi with the FY24 baseline.

Outcomes this year include 97% of Australian electricity covered by GreenPower and surrendered certificates, with Singapore to follow. Four of five Australian centres run on 100% renewable base building energy. We have embedded sustainability criteria in our travel policy, used low-emissions materials in our Sydney refurbishment, and set up reuse and refurbishment for our laptop upgrade. Our next steps are to develop an emissions reduction plan, prioritising purchased goods and services, business travel and employee commuting, alongside internal climate training.

Our People

Mallesons is a leader in diversity, inclusion and wellbeing. We consistently demonstrate genuine commitment and action to engaging, respecting and valuing diverse people within and beyond the firm, recognising this is fundamental to business performance, client satisfaction and stronger communities.

To ensure this is a strategic focus, we have embedded the provision of a safe and inclusive culture for our people, and learning, leading and developing others, in our firm's 3 Year Plan and our Responsible Business Plan (ESG). Our wide range of programs and initiatives, and our leading policies work to embed inclusion into the foundation of Mallesons' culture and systems.

We take an intersectional approach to Diversity & Inclusion, recognising that people have multiple identities which can compound their experience of discrimination and disadvantage. By applying an intersectional lens we can streamline system reform and create a more understanding and respectful workplace.

Mallesons is proud to be recognised as a Gold Employer in the Australian Workplace Equality Index (AWEI) and as an accredited Family Friendly Workplace.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	73	0.3%
Scope 2 Electricity	223	0.9%
Scope 3 Total Emissions	24,543	98.8%
Total *(Gross)* (tCO_2e)	**24,839**	**Per Person 14.29**
Carbon offsets (tCO_2e)	116	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	18,991	77.4%
Capital Goods	170	0.7%
Fuel & Energy-Related Activities	129	0.5%
Upstream Transportation & Distribution	61	0.2%
Waste Generated in Operations	173	0.7%
Business Travel	3,033	12.4%
Employee Commuting	818	3.3%
Upstream Leased Assets	1,168	4.8%

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
39,432kg	23kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	61%	39%	0%
Legal Staff	43%	56%	1%
Non-Legal Staff	29%	71%	0%
Promoted into Senior Roles	34%	66%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS — Certified

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT — 2030
- Net Zero SBT — 2040
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Procurement uplift program (Procure360) is in progress - sustainability to be embedded into governance and risk framework and design of new source to pay solution
- Supplier engagement
- NABERS rating (Energy, Water or Waste)
- Green lease or collaboration with landlord on sustainability
- Environmental compliance audits or legal register
- Environmental materiality or impact assessment
- Staff environmental training or awareness
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Electrification of building services or phasing out natural gas
- Air travel policy or reduction measures
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Circular economy partnerships or initiatives
- IT and electronic equipment reuse, donation, or recycling
- Landfill diversion target or tracking
- Surplus food donation or redistribution
- Furniture and fit-out reuse or diversion
- Waste audits or composition assessments

Activities & Initiatives

FLEXIBLE WORKING

- Fertility or reproductive leave
- Career breaks or sabbaticals
- Childcare support
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Phased retirement
- Purchased (additional) leave
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Legal project management
- Legal technology and AI capability
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and competency frameworks
- Secondments (client or in-house)
- Mentoring programs
- Leadership and management development
- Business development and client relationship skills
- Respect@Work mandatory awareness training
- Coaching (professional or executive)

GENDER EQUALITY

- Menopause and reproductive health support
- Bias-reviewed recruitment and promotion
- Gender-equitable work allocation (access to career-building work)
- Promoting equal uptake of parental leave and flexible work across genders
- Transparent promotion and progression criteria
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)
- Gender pay equity analysis and remediation

MALLESONS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Mallesons is committed to maintaining a strong governance framework that supports ethical conduct, effective decision-making, regulatory compliance, and long-term sustainable performance. Governance is embedded through clear accountability structures, Board and Committee oversight, risk management and compliance frameworks, and policies that guide decision-making across the firm.

Key priorities during the reporting period included strengthening risk and compliance capabilities, progressing our AML/CTF uplift program, enhancing incident management and reporting processes, embedding responsible AI governance, and improving third-party risk management. We also continued to invest in governance education and awareness to support a strong risk and compliance culture across the firm.

Key achievements included the implementation of governance framework enhancements, improvements to risk reporting and oversight, increased engagement with Risk Champions and business leaders, and continued maturity across our risk, compliance and control environment. These initiatives have strengthened organisational resilience, supported regulatory obligations, and enhanced the effectiveness of governance across the firm.

Mallesons is investing heavily in strengthening our central procurement function. A new Head of Procurement has been hired and a program established (called Procure360) to uplift capability and governance across our procurement value chain through the development of policies and procedures and the implementation of a new source to pay solution. Sustainability, modern slavery and supplier diversity are key aspects of the policy and future state system design. Our Climate Change & Sustainability team now report into procurement to drive close collaboration across key initiatives, including our Emissions Reduction Project and Scope 3 reporting.

Our Community

At Mallesons, Responsible Business is everyone's business, and good business.

We work in partnership with communities, organisations and academic institutions to shape a fairer and more sustainable future.

We have a role to play in creating a world where everyone can thrive, ensuring equal access to social and economic rights for all. Our approach is to listen, learn, and collaborate with community focused organisations to understand where we can best leverage our skills and resources to address the issues that matter.

By fostering long-term partnerships, we provide pro bono legal services, grants, skilled volunteering, and access programmes that connect with communities and promote meaningful, positive change. Our priority is to support and empower young people, and every program and partnership we undertake is intended to align and contribute to the achievement of the UN Sustainable Development Goals.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 3% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 54,248 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- CDP reporting
- Website disclosure of sustainability strategy, targets, and performance
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Disaster relief and emergency response volunteering
- Board and committee roles with community organisations
- Environmental and conservation volunteering
- Capacity-building for community legal centres
- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Fundraising and charity events
- Partnerships with charities or community organisations
- Community grants program
- Disaster relief and emergency appeals
- In-kind donations (goods, services or facilities)
- Internal appeals and collections
- Matched funding for employee donations
- Workplace giving

FIRST NATIONS RECONCILIATION

- Secondments and volunteering with First Nations organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Cultural capability and learning
- First Nations community and organisational partnerships
- First Nations procurement and supplier engagement
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- Scholarships and student mentoring

Lawyers | McCullough Robertson

McCullough Robertson

Headcount (FTE):	470
Floor Area:	6,338
Number of Offices:	2

About McCullough Robertson:

Our firm's strategy underscores the critical importance of our people and our collective goals. Central to this is our people strategy, which aligns with our purpose of Unlocking Success. Together.

We are dedicated to enhancing the employee and partner experience, emphasising development and opportunities through improved delegation skills and increased technical training. Our culture is our unique advantage, and our engagement initiatives focus on celebrating this culture while building expertise.

We understand that retaining employees who embody our values is essential to achieving success and delivering exceptional service to our clients.

Our strategy outlines the path for growth and retention, offering every employee opportunity to get involved and face new challenges and we continue to evolve through ideas and input from across the business ensuring that everyone has a voice.

Lawyers | McCullough Robertson

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

McCullough Robertson's environmental initiatives are coordinated by an Environmental Committee made up of the Chief Operating Officer, Chief People Officer, lawyers, support staff including IT representatives.

The key responsibilities of the Environmental Committee are:

- providing prioritisation and recommended next steps for ideas to be worked on by environmental teams endorsing processes to be followed by each environmental team to investigate, analyse and implement ideas;
- determining information requirements for each type of idea e.g. investment budget, business case determinants, risks and internal and external resources;
- establishing metrics to track progress by environmental teams and the environmental program overall;
- and oversight of appropriate communications and engagement activities to ensure all staff are kept informed and involved.

Our People

We recognise the importance of continuously building both individual and collective capability which is a key commitment within our strategic plan. We aim to ensure that every member of our firm is supported to develop the skills and behaviours required to succeed now and into the future. Our approach to learning and development is anchored in a comprehensive leadership capability framework that supports all staff, regardless of role or level, to grow and thrive.

Central to this is our Success Academy, which integrates our existing development pathways with new and innovative programs designed to meet the evolving needs of our people and clients. It provides structured opportunities to sharpen technical, professional, and leadership skills, while also encouraging exploration of new ideas and ways of working. By fostering a culture of curiosity and continuous improvement, the Success Academy offerings enable staff to proactively challenge traditional approaches, embrace fresh perspectives, and apply learning directly to practice.

This holistic framework embeds our culture, strengthens productivity, client service standards, and leadership behaviours and with the leadership commitment outlined in our strategic plan, we are investing in people's potential, creating opportunities for growth, and unlocking both individual and firm-wide success.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.8	0.3%
Scope 2 Electricity *(Location-based)*	141	-
Scope 2 Electricity *(Market-based)*	0	0.0%
Scope 3 Total Emissions	262	99.7%
Total *(Gross – Location-based)** (tCO_2e)	**423**	**Per Person 0.90**
Total *(Gross – Market-based)* (tCO_2e)	**263**	**Per Person 0.56**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	0	0.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	262	100.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 338

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
10,148kg	22kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
24 Weeks	6 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	67%	33%	0%
Legal Staff	40%	60%	0%
Non-Legal Staff	25%	75%	0%
Promoted into Senior Roles	39%	61%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Environmental materiality or impact assessment
- NABERS rating (Energy, Water or Waste)
- Staff environmental training or awareness
- Green lease or collaboration with landlord on sustainability
- Stakeholder engagement on environmental or sustainability issues
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Circular economy partnerships or initiatives
- Waste audits or composition assessments
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Surplus food donation or redistribution
- Furniture and fit-out reuse or diversion
- Internal waste education or behaviour change campaigns
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling

Activities & Initiatives

FLEXIBLE WORKING

- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Career breaks or sabbaticals
- Childcare support
- Purchased (additional) leave
- Fertility or reproductive leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Phased retirement

STAFF DEVELOPMENT

- Leadership and management development
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal project management
- Coaching (professional or executive)
- Business development and client relationship skills
- Legal technology and AI capability

GENDER EQUALITY

- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders

Lawyers | McCullough Robertson

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

We adopt a corporate leadership model with senior management responsibility resting with the Executive Committee and Joint Managing Partners (JMPs).

The Executive (four equity partners, one of whom is the Chair) sets the strategic direction and reviews performance. The JMPs are responsible for day to day management, implementing the strategic plan and managing financial performance. Industry Groups coordinate our market facing approach and report to the Executive.

Our Chief Operating Officer (COO) and Chief People Officer work with the Executive and JMPs and are responsible for the Business Support Services functions. Our committees report to Executive:

- Ethics - assess and manage potential conflicts of interest and ethical issues;
- Risk - monitor claims, complaints, risk management program outcomes and other risk issues, identify trends, implement strategies to minimise risk and continuously improve our risk management systems;
- Diversity & Inclusion - review and change work practices to make McCullough Robertson a competitive and desirable place for all staff and where professionals can develop their careers;
- Innovation - consider, approve, prioritise and drive implementation of innovation projects and ideas; and
- Legal Environmental Action Forum - develop sustainability policy and goals to reduce our environmental footprint and raise environmental awareness.

Our Community

Our strategy includes pro bono work, partner and staff donations and scholarships, sponsorships, staff community activities, fundraising and volunteering.

Our areas cover:

- Access to justice and community arts;
- Health and mental health;
- Diversity & Inclusion; and
- Sustainability.

Examples of our programs and activities include supporting new and start-up non-profit and community based entities, governance and training for new and existing organisations and supporting indigenous organisations and programs. We also encourage our lawyers to take up board roles with community organisations.

We have signed up to Pro Bono Australia's Aspirational Target and exceeded that target in FY26. Our activities include: establishing charitable entities, corresponding tax concession endorsement advice, employment relations, intellectual property, privacy, and property.

As a founding member of the Queensland Public Interest Law Clearing House (now known as LawRight), we accept pro bono matters referred through a number of its clinics and also support Arts Law, and the Fair Work Commission Workplace Advice Service. We have established a number of long term partnerships with community organisations, which provide our staff with opportunities to get involved in tangible ways.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 30% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 9,209 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- Website disclosure of sustainability strategy, targets, and performance
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Community and social impact
- Environmental sustainability and climate impacts
- Diversity, equity, and inclusion (DEI)
- Engagement with social enterprise or Indigenous suppliers
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Workplace giving
- Internal appeals and collections
- Matched funding for employee donations
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning
- First Nations community and organisational partnerships
- Scholarships and student mentoring

McInnes Wilson LAWYERS

McInnes Wilson Lawyers

Headcount (FTE):	412
Floor Area:	5,253
Number of Offices:	6

About McInnes Wilson Lawyers:

With over 50 years of experience, McInnes Wilson is a full-service national law firm recognised for its expertise across 35 practice areas and its reputation for delivering practical, commercially focused legal advice. Supported by more than 60 Principals and 155 solicitors, and with offices in Brisbane, Sydney, Melbourne, Maroochydore, Adelaide and Canberra, we advise clients across a diverse range of industries and sectors throughout Australia. Our clients include publicly listed and privately owned Australian and international organisations, federal, state and local governments, government departments and agencies, insurers, not-for-profits, and private clients.

Building long-term, trusted relationships is central to the way we work. Our approach is underpinned by integrity, collaboration and a commitment to understanding our clients' objectives. By listening carefully and working closely with our clients, we deliver practical solutions that align with their strategic priorities and achieve meaningful outcomes. We pride ourselves on being responsive, reliable and easy to work with.

McInnes Wilson LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Environmental sustainability and social responsibility are integrated into the way McInnes Wilson operates. Through our Environmental Sustainability Action Plan, we embed sustainable practices across our operations, procurement decisions and workplace activities. Our sustainability initiatives focus on practical actions and continuous improvement across key areas, including:

- Paper use reduction
- Carbon emissions and energy efficiency
- Waste and recycling
- Sustainable procurement practices
- Travel and transportation
- Education and engagement
- Repurposing and donations of office equipment.

Our Environmental Sustainability Action Plan is regularly reviewed by our Chief Operations Officer and overseen by the Risk and Compliance Committee. This ensures sustainability remains an active priority, supported by clear accountability, measurable targets and ongoing performance monitoring.

Our People

McInnes Wilson is committed to supporting the growth, development and wellbeing of our people through a range of accessible learning and professional development initiatives, including:

- Continuing Legal Education (CLE) Program - A structured in-house program delivering practical learning opportunities that support professional development, compliance requirements and emerging areas of legal practice.
- Lunch 'n Learn Series - Informal sessions led by senior leaders and guest speakers, providing insights into legal practice, leadership, business development and career progression.
- Mentoring Program - A firm-wide initiative that connects employees across offices and levels of experience to encourage knowledge sharing, professional growth and broader organisational engagement.

These programs help foster a culture of continuous learning, collaboration and career development across the firm.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.1	0.0%
Scope 2 Electricity *(Location-based)*	176	-
Scope 2 Electricity *(Market-based)*	219	68.4%
Scope 3 Total Emissions	101	31.6%
Total *(Gross – Location-based)** (tCO_2e)	**267**	**Per Person 0.65**
Total *(Gross – Market-based)* (tCO_2e)	**319**	**Per Person 0.77**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	30	30.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	71	70.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 16%
- e-Waste Recycling 16%
- Paper Recycling 99%
- Commingled Recycling 33%

Paper Use

Total	Per Person
10,013kg	24kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
18 Weeks	4 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	69%	31%	0%
Legal Staff	31%	69%	0%
Non-Legal Staff	18%	82%	0%
Promoted into Senior Roles	33%	67%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- NABERS rating (Energy, Water or Waste)
- Environmental materiality or impact assessment
- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Surplus food donation or redistribution
- Internal waste education or behaviour change campaigns

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Purchased (additional) leave
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Career breaks or sabbaticals
- Phased retirement

STAFF DEVELOPMENT

- Structured career and competency frameworks
- Legal technology and AI capability
- Secondments (client or in-house)
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal project management
- Mentoring programs
- Business development and client relationship skills

GENDER EQUALITY

- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Transparent promotion and progression criteria
- Gender pay equity analysis and remediation
- Employer of Choice for Gender Equality (WGEA citation)
- Promoting equal uptake of parental leave and flexible work across genders

McInnesWilson LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Good governance underpins our approach to sustainability, ethical conduct, Diversity & Inclusion. McInnes Wilson maintains a governance framework that promotes accountability, transparency and continuous improvement across all areas of the firm.

Our Environmental Sustainability Action Plan is reviewed by the Risk and Compliance Committee and supported through initiatives including emissions monitoring, energy-efficient technologies and sustainable procurement practices.

We also maintain a firm-wide Diversity, Equity and Inclusion (DE&I) Community, supported by initiatives focused on gender equality, disability inclusion, cultural diversity and LGBTQI+ belonging. Progress is monitored by the Executive team and supported through inclusive recruitment practices, cultural capability training and supplier diversity initiatives.

Our Reflect Reconciliation Action Plan is guided by a dedicated Working Group and supports meaningful engagement with First Nations communities through cultural learning, community partnerships and pro bono legal assistance.

These initiatives are reinforced by our Code of Conduct, Workforce Diversity Strategy and employee wellbeing programs, reflecting our commitment to responsible and ethical business practices

Our Community

McInnes Wilson supports the communities in which we operate through pro bono legal services, charitable partnerships, sponsorships and volunteer activities. Our focus is on improving access to justice, supporting vulnerable communities and creating lasting social impact.

Our contribution includes:

- Legal clinics supporting asylum seekers, families of critically ill children and self-represented litigants
- Partnerships with organisations focused on mental health, homelessness and domestic violence prevention, including Hope Starts Here, OneWave and Small Steps 4 Hannah
- Sponsorship and pro bono support for youth-focused organisations such as Everything Suarve
- Active involvement with industry groups including Master Builders Queensland and ASIEQ.

Many of our people also volunteer with surf lifesaving clubs and other community organisations, reinforcing our commitment to local communities. Internally, we support a diverse and inclusive workplace through initiatives focused on equity, wellbeing, cultural inclusion and respect.

Through these activities, we seek to make a positive contribution to the social, economic and cultural wellbeing of the communities we serve.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 22% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 7,051 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Capacity-building for community legal centres
- Donation drives (blood, food, goods)
- Secondments to not-for-profit or community organisations
- Firm-organised volunteering events or days
- Board and committee roles with community organisations

CORPORATE GIVING

- Fundraising and charity events
- Charitable foundation or trust
- Workplace giving
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Cultural capability and learning
- First Nations community and organisational partnerships
- Secondments and volunteering with First Nations organisations
- Pro bono legal or business support for First Nations communities and organisations
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)

MinterEllison.

MinterEllison

Headcount (FTE):	2,184
Floor Area:	35,286
Number of Offices:	6

About MinterEllison:

At MinterEllison, our greatest social impact is achieved through collaboration with community partners. Pro bono legal services sit at the heart of our approach to addressing unmet legal need across five key pillars: homelessness (including domestic and family violence), empowering young people through education, access to justice and human rights, First Nations reconciliation and economic empowerment, and social enterprises and sustainable finance. We recognise our ethical and professional responsibility to apply our legal expertise in support of vulnerable individuals, the community organisations that assist them, matters of significant public interest, and Traditional Owner groups, First Nations businesses and social enterprises seeking to strengthen capacity, governance and self-determination.

Our Pro Bono and Community Program is embedded within our broader ESG strategy and aligned to our Inclusion, Diversity & Belonging, Health & Wellbeing, Sustainability and Reconciliation Action Plan priorities. Through targeted legal assistance, we help improve access to justice for individuals, not-for-profits and social enterprises. MinterEllison remains committed to exceeding the National Pro Bono Target of 35 hours per lawyer annually and meeting relevant government panel requirements and guidelines.

Our Community Program extends this impact through volunteering, workplace giving, in-kind support and long-term community partnerships. As a market leader in ESG and climate transition advice, we continue to support clients on complex sustainability challenges, including supply chain decarbonisation and responsible business practices. We draw on this expertise to strengthen our community partnerships and contribute to sustainable, long-term social outcomes.

MinterEllison.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

MinterEllison is committed to aligning its climate action with the latest climate science through the Science Based Targets initiative (SBTi), the globally recognised framework for corporate emissions reduction targets.

During FY26, we worked closely with the SBTi through the target-setting and review process, submitting near-term and long-term emissions reduction targets for validation. Following this process, our targets were validated by the SBTi in August 2026, confirming alignment with a 1.5°C pathway for Scope 1 and 2 emissions and well-below 2°C ambition for Scope 3 emissions.

This milestone provides a clear roadmap for reducing emissions across our operations and value chain. Supported by detailed decarbonisation modelling and robust greenhouse gas emissions data, we are focused on implementing practical, high-impact emissions reduction opportunities across the business.

Our Emissions Reduction Strategy guides operational decision-making, including procurement and supplier engagement.

We assess environmental, social and economic impacts when selecting products and services, prioritising solutions that reduce greenhouse gas emissions, increase resource efficiency and support responsible environmental stewardship throughout the supply chain.

Our People

Our ambition is to enable sustainable high performance by fostering an inclusive, psychologically safe workplace where everyone feels they belong and can thrive.

Over the past year, we have continued to embed our Inclusion, Diversity & Belonging Strategy 2025-28 across the firm, further integrating inclusion into leadership, talent development and business practices. The strategy supports an inclusive, safe and mentally healthy workplace where people feel respected, valued and empowered to contribute. We have progressed a firm-wide Neurodiversity Action Plan, enhanced policies, resources and support across areas such as gender affirmation, cultural and religious inclusion, and First Nations cultural obligations.

We remain proud to be recognised as an Australian Workplace Equality Index (AWEI) Platinum Employer and to support LGBTQ+ inclusion through initiatives such as the ME Queer Hub, which provides opportunities for our people to engage in pro bono work that supports LGBTQ+ communities. We have also strengthened our focus on psychological safety and respectful workplaces through increased transparency in workplace behaviour reporting and initiatives supporting the responsible and inclusive use of AI.

By embedding inclusion and belonging into how we lead and support our people, we continue to build a workplace where diverse perspectives are valued, people can perform at their best, and everyone has the opportunity to contribute to our shared success.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	64.8	1.9%
Scope 2 Electricity *(Location-based)*	3,517	-
Scope 2 Electricity *(Market-based)*	1,804	52.5%
Scope 3 Total Emissions	1,568	45.6%
Total *(Gross – Location-based)** (tCO_2e)	**5,300**	**Per Person 2.43**
Total *(Gross – Market-based)* (tCO_2e)	**3,437**	**Per Person 1.57**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	252	16.0%
Waste Generated in Operations	62	4.0%
Business Travel	1,254	80.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
42,123kg	19kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	26 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	65%	35%	0%
Legal Staff	34%	65%	1%
Non-Legal Staff	25%	74%	1%
Promoted into Senior Roles	57%	42%	1%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT 2030
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Staff environmental training or awareness
- Stakeholder engagement on environmental or sustainability issues
- Green Star certification (fit-out or building)
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Electrification of building services or phasing out natural gas
- Teleconferencing or virtual meeting practices
- Air travel policy or reduction measures

SUSTAINABLE WASTE MANAGEMENT

- One Farrer Waste Warrior program
- Circular economy partnerships or initiatives
- Internal waste education or behaviour change campaigns
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Surplus food donation or redistribution
- IT and electronic equipment reuse, donation, or recycling
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion
- Waste audits or composition assessments
- Landfill diversion target or tracking

Activities & Initiatives

FLEXIBLE WORKING

- Remote or hybrid work options
- Phased retirement
- Part-time or reduced-hours arrangements
- Career breaks or sabbaticals
- Childcare support
- Flexible working hours or time in lieu (TOIL)
- Purchased (additional) leave
- Fertility or reproductive leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Leadership and management development
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Secondments (client or in-house)
- Mentoring programs
- Structured career and competency frameworks
- Coaching (professional or executive)
- Business development and client relationship skills
- Legal project management
- Legal technology and AI capability

GENDER EQUALITY

- Menopause and reproductive health support
- Inclusive job design and advertising
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Promoting equal uptake of parental leave and flexible work across genders

MinterEllison.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Strong governance underpins our approach to creating sustainable value with our clients, our people and our communities. We are committed to transparent, ethical and accountable business practices, supported by governance frameworks that promote integrity, responsible decision-making and effective oversight across our operations.

Our governance approach is aligned with our broader ESG commitments and is designed to support compliance, manage risk and foster a culture of accountability. As one of Australia's leading legal and consulting firms, we operate in accordance with the regulatory and professional obligations that apply across the jurisdictions in which we operate.

Our Community

At MinterEllison, our greatest social impact is achieved when our people work alongside community partners to address complex social challenges and create opportunities for lasting change. Our Pro Bono Program is central to this commitment, improving access to justice for individuals facing disadvantage, not-for-profits, social enterprises and community organisations.

First Nations reconciliation remains a key priority. During FY26, we launched our third Reconciliation Action Plan (RAP3), building on the impact of our previous RAPs and strengthening our commitments to expand pro bono support for First Nations clients and organisations, increase procurement from Aboriginal and Torres Strait Islander businesses, deepen cultural learning across the firm, and support First Nations employment and scholarship pathways.

Our Community Program extends this impact through volunteering, charitable giving, mentoring, in-kind support and strategic partnerships, helping to create sustainable value for our people, clients and communities.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 10% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 3 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 46,288 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Stretch

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Modern Slavery Statement publication
- Website disclosure of sustainability strategy, targets, and performance

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Data security and confidentiality
- Diversity, equity, and inclusion (DEI)
- Engagement with social enterprise or Indigenous suppliers
- Environmental sustainability and climate impacts
- Community and social impact
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Secondments to not-for-profit or community organisations
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Disaster relief and emergency response volunteering
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Disaster relief and emergency appeals
- Fundraising and charity events
- Matched funding for employee donations
- Internal appeals and collections
- Workplace giving

FIRST NATIONS RECONCILIATION

- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- First Nations procurement and supplier engagement
- Cultural capability and learning
- First Nations community and organisational partnerships
- Scholarships and student mentoring
- Secondments and volunteering with First Nations organisations

MORAY&AGNEW LAWYERS

Moray & Agnew

Headcount (FTE):	768
Floor Area:	11,650
Number of Offices:	8

About Moray & Agnew:

Moray & Agnew is a leading national law firm of over 850 people, including over 120 partners. We serve our domestic and international clients from offices in Sydney, Melbourne, Brisbane, Canberra, Newcastle, Perth, Cairns and Hobart. Built on a solid history in insurance law, client demand has guided our growth into commercial litigation & dispute resolution, construction & projects, corporate & commercial, government, property & development, and workplace legal services.

We are an established law firm able to leverage the best of our heritage brand with evolving best practice to consistently deliver service excellence for our clients.

We pride ourselves on the breadth and diversity of our long-established client base, at the same time recognising that our clients have their own specific needs and obligations. Our collaborative approach and commitment to understanding our clients' specific interests inspires close and trusted relationships.

Our clients rely on our capability and dependability, but they value our distinctive personality and progressive culture. Moray & Agnew is committed to being a good corporate citizen and this impacts everything we do in relation to our people, our clients, our community and our environment.

MORAY&AGNEW
LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Moray & Agnew have adopted a target to reduce its greenhouse gas emissions intensity (tCO_e) per Full Time Equivalent (FTE) by 50% by FY2030, using FY2022 as our baseline. This target reflects our commitment to reducing the environmental impact of our operations while supporting our clients' climate and sustainability objectives. Our goal is to further our commitment to ensuring our operations and processes minimise negative effects on our environment. Our business has a small environmental footprint and our Environmental Policy is part of our broader corporate sustainability framework and approach which aligns with the AS ISO 20400:2018 Guideline on Sustainable Procurement. We have a holistic strategy for environmental management and operate with a circular economy approach, according to environmentally conscious measures that:

- minimise the use of resources and maximise re-use, including recycling where possible
- minimise the consumption of energy, water, paper and other material inputs
- minimise business-related travel at all times for both internal meetings and, where possible, for settlements, conferences and mediations, and
- minimise the generation of waste.

We encourage our employees to remain highly mindful of the environmental impact of the resources used and to lessen Moray & Agnew's environmental footprint by improving efficiency and increasing productivity. Sustainability considerations are incorporated into procurement decisions, including supplier selection, resource efficiency and waste reduction impacts.

Our People

Moray & Agnew has implemented a range of policies and initiatives to foster teamwork, trust and respect within its workplace. Moray & Agnew offers employee development through training, clear promotion pathways, and a national learning and development program for Graduate Lawyers.

Moray & Agnew supports inclusion with hybrid work arrangements and flexible working models that accommodate individual needs. A strong equal opportunity framework is upheld by Moray & Agnew's Diversity & Inclusion policy, supported by employee reference groups representing LGBTQIA+, Aboriginal and Torres Strait Islander peoples, gender, parents and caregivers, as well as health and wellbeing interests. These efforts are reinforced through a Reconciliation Action Plan and participation in the Law Council of Australia Diversity & Inclusion Charter.

The firm is actively engaged in advancing gender equality, being a signatory to the LIV Charter for the Advancement of Women. Notably, the proportion of women partners at Moray & Agnew reached 50 percent in July 2026. Moray & Agnew also continues to support family friendly workplace practices through its Workplace Breastfeeding Policy, parental leave and flexible work arrangements. Health and wellbeing are prioritised through corporate partnerships, a team of Mental Health First Aiders, EAP services, vicarious trauma training, and compliance with Minds Count Best Practice Guidelines.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.4	0.1%
Scope 2 Electricity *(Location-based)*	392	-
Scope 2 Electricity *(Market-based)*	414	66.6%
Scope 3 Total Emissions	207	33.3%
Total *(Gross – Location-based)** (tCO_2e)	**578**	**Per Person 0.75**
Total *(Gross – Market-based)* (tCO_2e)	**622**	**Per Person 0.81**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	56	27.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	151	73.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 63%
- e-Waste Recycling 85%
- Paper Recycling 100%
- Commingled Recycling 75%

Paper Use

Total	Per Person
26,509kg	35kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
18 Weeks	4 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	50%	50%	0%
Legal Staff	36%	64%	0%
Non-Legal Staff	14%	84%	2%
Promoted into Senior Roles	29%	71%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT (2030)
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Staff environmental training or awareness
- Green Star certification (fit-out or building)
- Green lease or collaboration with landlord on sustainability
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Air travel policy or reduction measures
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- IT and electronic equipment reuse, donation, or recycling
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Furniture and fit-out reuse or diversion
- Landfill diversion target or tracking

Activities & Initiatives

FLEXIBLE WORKING

- Remote or hybrid work options
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Career breaks or sabbaticals
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Legal technology and AI capability
- Secondments (client or in-house)
- Coaching (professional or executive)
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Structured career and frameworks
- Mentoring programs
- Legal project management
- Leadership and management development
- Business development and client relationship skills

GENDER EQUALITY

- Equitable briefing policy (Law Council / CommBar model)
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)
- Promoting equal uptake of parental leave and flexible work across genders

MORAY&AGNEW
LAWYERS

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Moray & Agnew has a well-defined responsibility framework for governance and regulatory compliance within the firm, which includes the work of our Managing Partners, leadership and management teams.

As part of this we have documented decision-making processes and delegated authorities that support the identification, assessment, control and monitoring of risks. These processes are embedded throughout Moray & Agnew's management, operations, practices and culture.

Our governance programme encompasses our commitment to strategic priorities and includes client service excellence, ethical conduct, legal professional obligations, business continuity, operational risk management, information governance and assurance. Governance considerations are integrated into the firm's operational decision-making and strategic planning processes to support the delivery of responsible and sustainable business outcomes.

Moray & Agnew maintains policies, procedures and controls that support compliance with applicable laws, regulations and professional obligations. These include frameworks relating to privacy and confidentiality, information security, workplace conduct, Diversity & Inclusion, responsible procurement and environmental sustainability.

The firm's Risk Management Committee (RMC) is responsible for identifying, mitigating and managing strategic, operational, financial, regulatory and emerging risks. The RMC reports to the firm's Management Committee and, in consultation with the National Managing Partner, oversees business continuity, compliance and risk management activities.

As a national law firm entrusted with significant volumes of sensitive information, Moray & Agnew maintains robust information governance and cyber security practices designed to protect client and firm data, support regulatory compliance and strengthen organisational resilience.

Our Community

Moray & Agnew is committed to being a responsible corporate citizen and making a meaningful contribution to the communities in which we live and work. Supporting positive social outcomes is an important part of the firm's values and forms an integral component of our broader environmental, social and governance (ESG) framework. Community engagement is embedded within our ESG strategy and reflects our commitment to creating sustainable value for our people, clients and the wider community.

We recognise that our contribution extends beyond the legal services we provide.

Through a combination of pro bono legal services delivered nationally, charitable partnerships, and community engagement initiatives, we seek to create value for the communities we serve. Our pro bono practice supports individuals, charities, not-for-profit organisations and community groups, helping improve access to justice and legal support for those who may otherwise be unable to obtain it.

A longstanding focus of the firm's community investment has been its support of the Cerebral Palsy Alliance (CPA) and the Cerebral Palsy Alliance Research Foundation. Moray & Agnew has provided ongoing support for the Australian Congenital Cytomegalovirus Register (ACMVR), helping fund research assistant positions that contribute to important clinical research, early intervention strategies and improved outcomes for children and families.

The firm also provides financial support, sponsorship and active participation in a range of community and charitable initiatives including STEPtember and Spirit to Cure.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate: -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered: -

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 15,208

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Data security and confidentiality
- Environmental sustainability and climate impacts
- Modern slavery and human rights
- Engagement with social enterprise or Indigenous suppliers

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Donation drives (blood, food, goods)
- Firm-organised volunteering events or days
- Board and committee roles with community organisations

CORPORATE GIVING

- Fundraising and charity events
- Partnerships with charities or community organisations
- Charitable foundation or trust
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Supply Nation membership and social procurement
- Pro bono legal or business support for First Nations communities and organisations
- First Nations community and organisational partnerships
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Scholarships and student mentoring
- Social Traders membership and social procurement

mullins
MORE THAN LAW

Mullins Lawyers

Headcount (FTE):	120
Floor Area:	1,870
Number of Offices:	1

About Mullins Lawyers:

Mullins Lawyers is a leading independent Queensland law firm of almost 100 people, recognised for delivering high-quality legal services across a wide range of commercial practice areas. We foster a collaborative and supportive environment that prioritises career development, innovation, and genuine work–life balance.

Our broader corporate responsibility philosophy is guided by the United Nations Sustainable Development Goals and embedded through our Social Impact Policy Suite, which includes Diversity & Inclusion, Pro Bono Legal Services, Modern Slavery, and Community Impact and Non-Legal Volunteering. To ensure accountability, Mullins has established a Diversity & Inclusion Committee, a Charity Committee, and an ESG Committee. We have also commenced our Reconciliation Action Plan journey with Reconciliation Australia, reflecting our commitment to meaningful reconciliation.

Mullins is a proud National Pro Bono Target Signatory, reports annually under the Law Council of Australia's Equitable Briefing Policy, and is a member of the Australian Legal Sector Alliance (AusLSA), collaborating to advance sustainability across the legal sector. We actively support the industries and communities in which we operate through sponsorships, charitable contributions, and pro bono initiatives.

At our core, Mullins is committed to delivering exceptional legal services while contributing positively to our people, clients, community, and environment.

mullins
MORE THAN LAW

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Mullins is committed to identifying opportunities to reduce the environmental impact of its operations and implementing initiatives that have a positive impact on the environment. The firm's actions are guided by a commitment to the Sustainability Development Goals (SDGs) developed and adopted by the United Nations in 2015. Alignment to the SDGs supports us in both ensuring our sustainability policy is purpose driven and reporting on our actions in language that is consistent with a common global framework.

The firms' environmental actions are guided by a previous carbon audit of the firm's operations conducted by Katestone Environmental Pty Ltd, which provided a baseline for current greenhouse gas emissions and energy consumption, as well as informing decisions on carbon offset and renewable energy.

This audit has informed our carbon reduction targets, carbon offset choices, energy reduction targets and renewable energy choices (noting the building we occupy as a tenant has achieved a 5.0 star NABERS Energy rating (including GreenPower), a 4.0 star NABERS Water rating, and a 4 star NABERS Waste rating.

Our environmental initiatives include a net carbon emission target, paperlite program, staff education and support, carbon-neutral firm travel target, comprehensive recycling program, social impact and opportunities, governance impact and working towards obtaining a Climate Active Certification.

Our People

Mullins Lawyers is committed to fostering a workplace culture that balances excellence with wellbeing, and where people are supported to thrive both personally and professionally. Our culture is built on collaboration, inclusion, career development, and genuine care for our people.

Through the Mullins Lifestyle Program, we promote an active and vibrant social community, offering staff opportunities to participate in events, activities, and workshops throughout the year. Each activity is supported by "champions" from across the firm, encouraging leadership, engagement, and connection. We also provide a range of wellbeing initiatives, including flexible working arrangements, breakfast and fresh fruit in the office, and staff gym subsidies, to support a healthy and balanced lifestyle.

Professional growth is central to our people strategy. We provide accessible professional development opportunities, including workshops, courses, and structured pathways for progression, ensuring our people are equipped to develop their careers within the firm.

Mullins is equally committed to fostering Diversity & Inclusion. Guided by our Diversity & Inclusion Policy, we promote equity and respect, oppose all forms of discrimination, and actively support gender equity targets, equitable briefing, inclusive recruitment, and training programs. These commitments underpin a culture where every individual feels valued and supported.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.3	0.0%
Scope 2 Electricity *(Location-based)*	83	-
Scope 2 Electricity *(Market-based)*	100	17.4%
Scope 3 Total Emissions	473	82.5%
Total *(Gross – Location-based)** (tCO_2e)	**554**	**Per Person 4.62**
Total *(Gross – Market-based)* (tCO_2e)	**574**	**Per Person 4.78**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	430	91.0%
Capital Goods	25	5.0%
Fuel & Energy-Related Activities	14	3.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	4	1.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
4,331kg	36kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
14 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	72%	27%	0%
Legal Staff	36%	63%	0%
Non-Legal Staff	17%	82%	0%
Promoted into Senior Roles	20%	80%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- NABERS rating (Energy, Water or Waste)
- Green Star certification (fit-out or building)
- Green lease or collaboration with landlord on sustainability
- Staff environmental training or awareness
- Environmental materiality or impact assessment

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Circular economy partnerships or initiatives
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Landfill diversion target or tracking
- IT and electronic equipment reuse, donation, or recycling
- Waste audits or composition assessments
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Fertility or reproductive leave
- Phased retirement
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Remote or hybrid work options

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Mentoring programs
- Coaching (professional or executive)
- Legal project management
- Legal technology and AI capability
- Business development and client relationship skills
- Leadership and management development
- Secondments (client or in-house)

GENDER EQUALITY

- Equitable briefing policy (Law Council / CommBar model)
- Transparent promotion and progression criteria

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Mullins Lawyers maintains a comprehensive governance framework built on accountability, transparency, and ethical excellence. Our governance priorities include:

Ethics & Compliance: Mullins has proudly participated in Lexon Insurance's Enhanced Management Review (EMR) program for several years. This peer-review system ensures all practitioners review at least four matters bimonthly, guided by structured questions, ensuring ethical management and client-focused outcomes. Our commitment is further strengthened by appointing our first Operations and Compliance Manager.

Risk Management: Our ISO 27001 certification demonstrates robust information security governance, including stringent vendor onboarding protocols and comprehensive business continuity planning with regular testing.

Matter Management: The EMR program provides continuous quality assurance across all client matters, ensuring consistent ethical standards and professional excellence.

Key Achievements:

- Establishment of a dedicated Risk and Compliance function
- QLS compliance certification following Part 3.3 Investigation
- 100% EMR program participation rate
- ISO 27001 certification achievement

These governance programs align with Legal Profession Standards and ISO requirements, strengthening stakeholder trust through demonstrated compliance and peer accountability. Our frameworks support long-term sustainability through proactive risk management, continuous professional development, and unwavering commitment to ethical practice standards.

Our Community

Mullins Lawyers is committed to making a positive impact in the communities in which we operate through pro bono legal services, volunteering, charitable initiatives, and meaningful engagement with First Nations peoples.

Our Charities Committee oversees the firm's formal charity activities, meeting quarterly to identify opportunities to give back. Each year, staff nominate a charity partner, with fundraising and awareness initiatives held throughout the year. Funds are presented to the chosen charity at our Annual Christmas Day of Giving.

We are a proud signatory to the Australian Pro Bono Centre's Statement of Principles and have formalised our commitment through a dedicated Pro Bono Policy. Our lawyers aim to deliver a minimum of 35 hours of pro bono legal services annually, supporting individuals, not-for-profits, charities and matters of public interest. To further strengthen this commitment, the firm has appointed a dedicated Pro Bono Special Counsel to lead and support our pro bono program.

Mullins also supports staff participation in community life through its Community Impact and Non-Legal Volunteering Policy, which provides eight hours of paid volunteering leave each year. We are proud that our inaugural Reflect Reconciliation Action Plan has been formally endorsed by Reconciliation Australia, reinforcing our commitment to reconciliation and meaningful engagement with First Nations peoples, communities and businesses.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 1% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 191 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- The firm has not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Disaster relief and emergency response volunteering
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations
- Capacity-building for community legal centres

CORPORATE GIVING

- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- Pro bono legal or business support for First Nations communities and organisations

Russell Kennedy

Russell Kennedy

Headcount (FTE):	361
Floor Area:	7,115
Number of Offices:	2

About Russell Kennedy:

Russell Kennedy is a leading Australian law firm with offices in Melbourne and Sydney. While our firm's story dates back to 1857, we are a progressive, forward-focused practice with 54 principals and more than 350 people.

We have capabilities across practice areas including corporate and commercial, dispute resolution, property and development, planning and environment, workplace relations and employment, insurance, estate planning, and family law. We focus on key sectors including aged care and retirement living, health and community services and government.

Backed by decades of experience and industry-specific knowledge, our approach covers nearly all aspects of the law. We take pride in fostering enduring relationships with our clients, driving positive and impactful change within our community. A trusted adviser, we offer expertise to major companies, not-for-profits, individuals, and all levels of government.

We are also a member of international legal network Ally Law, ensuring our reach spans the globe.

In short, the strength of our firm lies in the lasting relationships we build with our clients, our people and the broader community.

Russell Kennedy

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Russell Kennedy is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution and bring about continuous improvement in our environmental performance. We achieve this by:

- Focus on our premises
  - Melbourne office is located within a 6 star Green Star and 5.5 Star Nabers Energy rated building. Melbourne tenancy fit out, furniture and fittings has been awarded a 5 star Green Star rating for Russell Kennedy.
  - Sydney office is located within a 5.5 star Nabers Energy rated building
  - Both landlords have a positive focus towards sustainability and social responsibility with dedicated ESG strategies and personnel who work closely with their tenants
- Informing staff and stakeholders of our commitment to the environment and sustainability.
- Supporting the implementation of environmental actions within our organisation.
- Monitoring the progress of those environmental actions.
- Communicating the outcome of those environmental actions to relevant stakeholders.
- Providing the necessary training to minimise environmental impacts and issues
- Considering environmental matters in all business planning and risk management.

Russell Kennedy is also a proud Associate Member of the Clean Energy Council.

Our People

In 2026, Russell Kennedy was recognised – for the ninth year – as an Employer of Choice for Gender Equality, by the Workplace Gender Equality Agency. We're one of only 139 employers in Australia to receive the citation.

Since our first Gender Equality Strategy was released in 2017, we've seen women at Partner level increase from 28% to 52% (at August 2025). It's our understanding that we're one of only three Australian law firms (of comparable size or larger) to have 50% or more female Partners and 62% of our lawyers are women.

Members of Pride in Diversity, in the 2026 Australian Workplace Equality Index, we were awarded the Small Employer of the Year award and the Platinum Tier Small Employers award for the first time, after winning the Gold ranking in the Small Employer Category for the last three years. An external assessment of policies and actions taken to promote LGBIQ+ inclusion in the workplace.

We're one of 25 Australian organisations (including three law firms) participating in RISE, an Australian government-funded program breaking down systemic barriers and providing direct pathways for women of colour to reach senior leadership positions, with 16 participants in the program.

Since 2024, Russell Kennedy was awarded with Disability Confident Recruiter (DCR) status, by the Australian Disability Network. We're dedicated to providing greater opportunities for people with disabilities and better accommodating our staff to facilitate a more inclusive and effective workplace.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.2	0.1%
Scope 2 Electricity *(Location-based)*	275	-
Scope 2 Electricity *(Market-based)*	41	22.0%
Scope 3 Total Emissions	145	77.9%
Total *(Gross – Location-based)** (tCO_2e)	**444**	**Per Person 1.23**
Total *(Gross – Market-based)* (tCO_2e)	**186**	**Per Person 0.51**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	36	25.0%
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	6	4.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	103	71.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
6,807kg	19kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	6 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	50%	50%	0%
Legal Staff	35%	64%	1%
Non-Legal Staff	31%	69%	0%
Promoted into Senior Roles	40%	60%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Stakeholder engagement on environmental or sustainability issues

CLIMATE ACTION

- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Air travel policy or reduction measures
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Landfill diversion target or tracking
- Furniture and fit-out reuse or diversion
- Waste audits or composition assessments
- Internal waste education or behaviour change campaigns
- Surplus food donation or redistribution
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling

Activities & Initiatives

FLEXIBLE WORKING

- Fertility or reproductive leave
- Career breaks or sabbaticals
- Purchased (additional) leave
- Flexible working hours or time in lieu (TOIL)
- Childcare support
- Part-time or reduced-hours arrangements
- Phased retirement
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Legal project management
- Legal technology and AI capability
- Business development and client relationship skills
- Coaching (professional or executive)
- Leadership and management development
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Bias-reviewed recruitment and promotion
- Menopause and reproductive health support
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Equitable briefing policy (Law Council / CommBar model)
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- RISE

Russell Kennedy

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

We have a comprehensive suite of policies designed to identify and mitigate risk, ensure business continuity and maintain the high quality of our legal services. We use a continuous improvement approach to developing, implementing and assessing the effectiveness of our quality management processes. Our goal is to exceed our customer's requirements.

Our quality assurance procedures, systems and documentation are designed to enhance value, efficiency and productivity for our clients, while also allowing us to monitor our performance. We provide ongoing education and training to our legal professionals that meets matter, client, industry, professional and statutory requirements. Robust recruitment procedures ensure new employees meet our high standards of expertise. We have formal supervision in place for lawyers, conduct annual performance reviews, produce internal KPI reports and conduct client listening programs.

Russell Kennedy has ISO 27001 certification; the international standard for the implementation of an Information Security Management System and an organised approach to maintaining confidentiality, integrity and data availability in an organisation.

We use the management systems self-assessment audit tool provided by the Legal Services Board, 'Ten Objectives of Appropriate Management' and subscribe to independent client satisfaction studies, such as Beaton Benchmarks.

Our Community

Our Pro Bono Practice is a distinct, well-established practice group. We've been a signatory to the National Pro Bono Target since 2011, which we consistently exceed. We are a long-standing Justice Connect member and have twice been a recipient of the Victorian Legal Awards "Access to Justice Award" (for our work in the refugee assistance sector).

In 2023 our Reflect, Reconciliation Action Plan was formally endorsed by Reconciliation Australia. The Reflect RAP is not just about what we can do to assist people and community through pro bono services - it is a shared undertaking to build knowledge, respect and understanding between us all and to share in the vibrant, resilient and ongoing cultures of First Nations Peoples.

In 2019, Russell Kennedy was proud to be one of 18 Australian law firms to endorse a law firm statement in support of the Uluru Statement from the Heart and subsequently, its call for a constitutionally enshrined First Nations Voice to Parliament.

Our stated purpose to making a positive difference in everything we do includes encouraging our people to contribute to the community beyond their role within the firm. This is significantly reflected in our client mix which shows a strong bias towards organisations that themselves make a positive contribution to the community.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Informal
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 9,124 Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Board and committee roles with community organisations
- Mentoring and tutoring programs
- Secondments to not-for-profit or community organisations
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres

CORPORATE GIVING

- Workplace giving
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- First Nations procurement and supplier engagement
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Cultural capability and learning
- First Nations community and organisational partnerships
- Pro bono legal or business support for First Nations communities and organisations

Sparke•Helmore

Sparke Helmore

Headcount (FTE):	976
Floor Area:	12,564
Number of Offices:	10

About Sparke Helmore:

We have come a long way since our doors opened in the Hunter in 1882, evolving and expanding our capabilities and services to reflect the changing landscape and needs of our clients.

Yet some things remain constant - our ability to collaborate and deliver results. Working together effectively lies at the heart of everything we do and achieve, whether it's with our clients, people, suppliers, or communities in which we serve.

As a truly national, award-winning firm, we cover six core areas of law—Commercial Insurance, Corporate & Commercial, Government, Property Environment & Finance, Insurance Statutory Lines and Workplace—with more than 30 specialised areas of expertise. We're more than 1000 people strong across 10 offices, servicing an enviable client base of Australian and global organisations.

Our collective vision and shared values guide and inspire how we work at Sparke Helmore. It's what unites us - and enables us - to grow, transform, lead and connect with one another. As a corporate citizen, we are responsible for and committed to supporting work practices, policies, and initiatives that contribute positively to the welfare of our people and the social fabric of our society.

Sparke•Helmore

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

To further our commitment to a sustainable future, we have developed an Environmental Management System (EMS) with AusLSA which has been externally certified.

The EMS includes our Environmental Policy, Environmental Impacts Register and an Environmental Management Plan.

An Environmental Steering Committee and Environmental Working Group have been established to drive and monitor actions, and implement the initiatives identified in the Environmental Management Plan.

Local Green Committees have been formed to drive initiatives, educate and change behaviour at a local office level. The firm's Environmental Management Plan focuses on reducing our environmental footprint through reducing electricity consumption, paper consumption and waste to landfill, and reviewing our supply chain policies and procedures.

Our People

Our people programs focus on supporting our firm vision; to be a market-leading Australian professional services business that our clients choose for outstanding people, legal expertise and our ability to connect.

This vision guides everything we do. We take pride in our values-driven culture and see it as a differentiator for our clients and our people.

Our most recent firm wide engagement survey revealed strong engagement across the firm. Our comprehensive learning framework defines clear development pathways focusing on building capabilities across legal skills and knowledge; commercial acumen and leadership to sustain and grow high performing teams and deliver great client service. We invest in leadership skills to uphold a standard of excellence for people managers, to facilitate collaboration and encourage strong contributions from all.

We review and align our people processes and systems to ensure we attract top talent, facilitate high performance and embed values-based behaviour.

We place strong emphasis on diversity, equity and inclusion so that we can harness the benefits of diverse thinking styles, skills, and experiences. We continue to embed workplace flexibility of all dimensions, health and wellbeing initiatives, attractive and equitable rewards and benefits, and facilitate mentoring, networking and career development opportunities for all.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	1.2	0.0%
Scope 2 Electricity *(Location-based)*	465	-
Scope 2 Electricity *(Market-based)*	124	3.8%
Scope 3 Total Emissions	3,161	96.20%
Total *(Gross – Location-based)** (tCO_2e)	**3,644**	**Per Person 3.73**
Total *(Gross – Market-based)* (tCO_2e)	**3,286**	**Per Person 3.37**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	2,639	83.0%
Capital Goods	112	4.0%
Fuel & Energy-Related Activities	17	1.0%
Waste Generated in Operations	38	1.0%
Business Travel	355	11.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 560

Waste & Resources

Offices with waste facilities:

- Organic Waste 60%
- e-Waste Recycling 70%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
21,920kg	22kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
20 Weeks	6 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

Partners			Legal Staff		
59% Male	41% Female	0% Non-Binary /Other	30% Male	70% Female	0% Non-Binary /Other

Non-Legal Staff			Promoted into Senior Roles		
19% Male	81% Female	0% Non-Binary /Other	17% Male	83% Female	0% Non-Binary /Other

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS (Certified)

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Stakeholder engagement on environmental or sustainability issues
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- NABERS rating (Energy, Water or Waste)
- Environmental compliance audits or legal register
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Air travel policy or reduction measures
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Waste audits or composition assessments
- Furniture and fit-out reuse or diversion
- IT and electronic equipment reuse, donation, or recycling
- Landfill diversion target or tracking
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)

Activities & Initiatives

FLEXIBLE WORKING

- Career breaks or sabbaticals
- Childcare support
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Phased retirement
- Purchased (additional) leave
- Remote or hybrid work options
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Leadership and management development
- Legal technology and AI capability
- Coaching (professional or executive)
- Business development and client relationship skills
- Legal project management
- Mentoring programs
- Secondments (client or in-house)
- Structured career and competency frameworks

GENDER EQUALITY

- Transparent promotion and progression criteria
- Employer of Choice for Gender Equality (WGEA citation)
- Gender pay equity analysis and remediation
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Equitable briefing policy (Law Council / CommBar model)

Sparke•Helmore

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Sparke Helmore is a national partnership and law firm. The firm's governance arrangements are set out in a Partnership Deed.

The partners elect a Board responsible for the overall direction and strategy of the firm, and the Board in turn appoints a number of Board subcommittees to assist, including the Audit and Risk, Leadership and Remuneration & Diversity, Equity & Inclusion Committees.

The partners elect a National Managing Partner (NMP) to manage the day to day operation of the partnership and the partnership business consistent with the strategy and direction set by the Board. The NMP is advised by an Executive Committee which includes National Practice Group Leaders. In addition, there are local office managing partners and client relationship partners.

The firm has policies and procedures in place to promote good governance, including a risk management framework, compliance programs, ethical business practices (including fraud and corruption management) and is advised by our General Counsel.

These measures aim to ensure good governance processes and risk management are at the forefront of everyday decision-making at all levels within the firm, and to assist mitigating potential fraudulent or corrupt business practices.

Our Community

We provide non-legal support to local not-for-profit organisations and charities through our Community Program, as well as pro bono legal advice through our Pro Bono Practice.

The focus of these programs is to have a positive impact on our local communities and build local connections. Through our dedicated Pro Bono Practice, we provide free legal assistance to disadvantaged individuals, as well as eligible not-for-profit and charitable organisations and social enterprises, allowing them to extend on their capacity to make a difference.

In FY25/26, we provided 21,827 hours of pro bono legal assistance. Pro bono legal work is highly valued by the firm and every lawyer is encouraged to participate in our Pro Bono Practice. In 2013, we signed up to the voluntary National Pro Bono Target of an average of 35 pro bono hours per lawyer, per year, which is a target we exceed each year.

In FY25/26, we completed an average of 40.3 hours per lawyer. Through our Community Program, we provide donations, fundraising and volunteering opportunities for our staff.

For many years now, our staff have enjoyed volunteering to make dinner for families through the Meals from the Heart program at their local Ronald McDonald House chapter.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours — 21,827

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- WGEA gender equality reporting
- CDP reporting
- Website disclosure of sustainability strategy, targets, and performance
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Engagement with social enterprise or Indigenous suppliers
- Community and social impact
- Diversity, equity, and inclusion (DEI)
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Environmental sustainability and climate impacts
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Secondments to not-for-profit or community organisations
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Donation drives (blood, food, goods)
- Capacity-building for community legal centres
- Board and committee roles with community organisations

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Disaster relief and emergency appeals
- Matched funding for employee donations
- Workplace giving
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- First Nations procurement and supplier engagement
- First Nations employment pathways (internships, cadetships, graduate roles)
- First Nations community and organisational partnerships
- Scholarships and student mentoring
- Pro bono legal or business support for First Nations communities and organisations
- Secondments and volunteering with First Nations organisations
- Cultural capability and learning

STANTON & STANTON

Stanton & Stanton

Headcount (FTE):	21
Floor Area:	517
Number of Offices:	1

About Stanton & Stanton:

At Stanton & Stanton, we go beyond the law with a deep understanding of food and beverage, wine, agribusiness, real estate, projects, and water sectors. We provide specialist commercial and legal advice tailored to our clients' business needs, ensuring the best possible commercial and legal outcomes. We are proud to be recognised as a 'Leading Law Firm in NSW for Agribusiness' in the Doyles Guide 2025 & 2026.

We go beyond expectations, making meaningful and lasting contributions to our clients' businesses. The success of our clients drives us, and we are passionate about working alongside like-minded businesses. Our core values are respect, achievement and adding value. We treat our clients and stakeholders like close friends, building long-lasting relationships based on mutual trust and understanding.

We recognise that sustainability is the fundamental principle driving the future of the industries we represent. As a law firm committed to supporting our clients in this sector, we understand the unique challenges and opportunities that sustainable practices, initiatives and targets present. We're committed to providing legal counsel that ensures compliance with current regulations while fostering innovative and sustainable business practices for the future.

STANTON & STANTON

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

We are committed to sustainability within our own operations, striving to reduce our environmental impact through energy efficiency, waste reduction, and responsible sourcing of office materials. We support clients in adopting environmentally responsible practices, including reducing waste, conserving water and energy, and sourcing sustainable ingredients.

Stanton & Stanton has achieved carbon neutrality and obtained Government Climate Active certification, implemented an office premises reduction strategy, and is 100% green powered. The firm takes a data-driven approach to empower staff and achieve tangible sustainability improvements.

We reached this goal through a carbon reduction strategy and strategic investment in carbon credits to offset remaining emissions. Stanton & Stanton chose to invest in the Mai Ndombe REDD+ Project, which protects 300,000 hectares of critical habitat for bonobos and forest elephants in the world's largest intact rainforest and the Rimba Raya Biodiversity Reserve Project, these investments align with the UN Sustainable Development Goals, demonstrating our dedication to global environmental initiatives.

Stanton & Stanton has committed to the United Nations Global Compact, a corporate responsibility initiative providing a voluntary framework for developing, implementing, and disclosing responsible business practices. We support the UN Global Compact's Ten Principles, which span critical areas of global sustainability and ethical business conduct.

Our People

Our people go beyond the standards. Driven by our core values of respect and achievement, we've created a dynamic culture that promotes growth and individual success within our team and among our clients. We take pride in being high achievers, fostering excellence and inclusivity through people programs integrated into our business strategy.

Our people are supported throughout their career journey by leaders who provide regular weekly one-on-one feedback sessions and educational seminars. In January, we promoted a casual paralegal to full-time Law Graduate on the path to being an admitted solicitor. The firm invests in nurturing and promoting talent from within, ensuring clear career paths for all employees.

We continually evolve to provide a respectful, flexible, supportive, and inclusive work environment. We are active members of the Charter for the Advancement of Women of the Law Institute of Victoria and the Law Society of New South Wales, as well as the Diversity and Equality Charter of the Law Council of Australia. We maintain an equal female-male ratio on our board and management team, celebrate International Women's Day and R U OK Day, and regularly attend CPD and sector events.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	13	-
Scope 2 Electricity *(Market-based)*	0	0.0%
Scope 3 Total Emissions	114	100.0%
Total *(Gross – Location-based)** (tCO_2e)	**128**	**Per Person 6.08**
Total *(Gross – Market-based)* (tCO_2e)	**114**	**Per Person 5.44**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	-
Capital Goods	Not reported	-
Fuel & Energy-Related Activities	0	0.0%
Waste Generated in Operations	Not reported	-
Business Travel	114	100.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 193

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling %
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
861kg	41kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
– Weeks	– Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	50%	50%	0%
Legal Staff	28%	72%	0%
Non-Legal Staff	25%	75%	0%
Promoted into Senior Roles	100%	0%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- Environmental compliance audits or legal register
- Green lease or collaboration with landlord on sustainability
- Climate Active Certified

CLIMATE ACTION

- Climate Active certification
- Electrification of building services or phasing out natural gas
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)

SUSTAINABLE WASTE MANAGEMENT

- Surplus food donation or redistribution
- IT and electronic equipment reuse, donation, or recycling

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Purchased (additional) leave
- Phased retirement
- Remote or hybrid work options
- Career breaks or sabbaticals
- Part-time or reduced-hours arrangements

STAFF DEVELOPMENT

- Business development and client relationship skills
- Legal project management
- Leadership and management development
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Legal technology and AI capability
- Coaching (professional or executive)
- Secondments (client or in-house)
- Mentoring programs

GENDER EQUALITY

- Gender pay equity analysis and remediation
- Promoting equal uptake of parental leave and flexible work across genders

STANTON & STANTON

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

The firm's approach is centred around strengthening our governance structures, advancing transparency and prioritising ethical organisational practices. Accountability and ethical conduct are focal points of all our programs as we continue to handle increasingly complex cases. We achieve this by working closely with leadership to implement best practices, ensuring that our policies and working methods are continually reviewed and improved.

As part of the firm's risk management plan, we have become ISO 9001:2015 Quality Management Systems certified, marking another significant milestone in our commitment to 'go beyond' industry standards and deliver exceptional value to our clients and stakeholders.

Our Community

At the core of our business is our commitment to both our legal community and our client's community. We partner with the St Vincent's Curran Foundation, whose mission is to deliver excellent healthcare for all people by bridging government funding gaps for St Vincent's Hospitals in New South Wales. We provide annual monetary donations by hosting foundation events at our CBD office, enabling them to bring together their community and raise awareness and funding.

We also partner with Australian Women in Wine, a community that champions women in the Australian wine industry and advocates for gender equality across the sector.

We support Boys to the Bush, a registered not-for-profit, community-based charity that focuses on preventative and early intervention strategies for 'disengaged' young males.

We provide pro bono legal advice to Aboriginal Employment Strategy Limited and have committed to the National Pro Bono Target, with each lawyer aiming to complete 35 hours annually to ensure our community has access to the necessary legal advice.

In 2025, we strengthened our pro bono offering by joining Justice Connect, providing our team with a structured pathway to contribute meaningfully to access to justice initiatives.

Our people are encouraged to give blood through the Australian Red Cross during working hours. In March, our team gave back through the Camperdown Commons Pocket City Farms, an on-site working urban farm and greenhouse that grows fresh produce, hosts workshops, that supplies the venues kitchen and supports a free community fridge initiative, which embodies what we stand for: going beyond our community.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 30% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 110 — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Website disclosure of sustainability strategy, targets, and performance
- Climate Active certification and public disclosure
- UN Global Compact (Communication on Progress)

SUPPLIER STANDARD COVERAGE

- Community and social impact
- Modern slavery and human rights
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Alignment with UN Global Compact and/or SDGs
- Environmental sustainability and climate impacts

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Not applicable

CORPORATE GIVING

- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Pro bono legal or business support for First Nations communities and organisations



Swaab

Headcount (FTE):	104
Floor Area:	2,133
Number of Offices:	1

About Swaab:

Swaab was established by Fredrick Swaab, in Sydney, Australia, in 1981 and has grown to become a haven for family businesses, small to medium enterprises, corporations, high-net-worth individuals and government clients.

We hold a unique position in the market place, as a firm with both a full-service Commercial law and Family law offering.

Our success comes from putting our people and clients first by living our values of: Commitment, Integrity, Excellence, Generosity of Spirit, Unity and Innovation. Our strong and enduring culture is the result of developing and nurturing long-term client relationships with our Swaab Brand of Service (SBoS).

Our Lawyers and staff have studied Law, Accounting, Arts, Biology, Broadcasting, Business, Communications, Conveyancing, Data Analytics, Economics, Education, Engineering, English Literature, Finance, Governance, Hospitality, Human Resources, Information Technology, Marketing, Management, Media, Music, Nursing, and Science to name a few.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

A founding member of the Australian Legal Sector Alliance (AUSLSA), an industry-led association with a mission to work collaboratively to promote sustainable practices across the legal sector.

Swaab is committed to our initiatives, both simple and complex, we have introduced stationery recycling drives, waste recycling, and reducing power usage through such initiatives as meeting room lighting reductions and utilities such as follow me print to avoid unnecessary printing.

We continue to encourage a paper-lite approach and encourage digital documentation to reduce paper use.

Our People

We know service delivery is everything to our clients. At Swaab we pride ourselves in creating an environment where people want to come to work and be inspired to do great things.

We have taken the time and care to build a community that genuinely supports each other, where our people are encouraged to grow and learn, and our successes are celebrated.

Taking care of each other, having fun together, and working collaboratively to ensure we deliver the best service to our clients are at our core.

We measure the impact of our people programs, culture and work experience through a yearly staff satisfaction survey. We recognise and reward staff in various ways through promotion, Swaab Superstar program (a quarterly program where staff can nominate fellow colleagues for an act that is in line with our firm values), a financial incentive scheme and other initiatives including staff events.

We have invested recently in the development of an EVP (employee value proposition) as well as the development of our leaders to help build leadership skills.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	74	-
Scope 2 Electricity *(Market-based)*	93	77.5%
Scope 3 Total Emissions	27	22.5%
Total *(Gross – Location-based)** (tCO_2e)	**91**	**Per Person 0.88**
Total *(Gross – Market-based)* (tCO_2e)	**120**	**Per Person 1.15**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	13	48.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	14	52.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste %
- e-Waste Recycling %
- Paper Recycling 100%
- Commingled Recycling 75%

Paper Use

Total	Per Person
1,339kg	13kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
16 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	63%	37%	0%
Legal Staff	39%	49%	0%
Non-Legal Staff	20%	80%	0%
Promoted into Senior Roles	50%	50%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green lease or collaboration with landlord on sustainability
- Green Star certification (fit-out or building)
- Environmental materiality or impact assessment
- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)

CLIMATE ACTION

- Renewable electricity (GreenPower, PPA, or on-site solar)
- Air travel policy or reduction measures
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)

SUSTAINABLE WASTE MANAGEMENT

- Landfill diversion target or tracking
- Internal waste education or behaviour change campaigns
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- Waste audits or composition assessments
- IT and electronic equipment reuse, donation, or recycling
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Childcare support
- Fertility or reproductive leave
- Career breaks or sabbaticals
- Remote or hybrid work options
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Phased retirement
- Purchased (additional) leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Leadership and management development
- Legal project management
- Structured career and competency frameworks
- Business development and client relationship skills
- Legal technology and AI capability
- Mentoring programs
- Secondments (client or in-house)
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Coaching (professional or executive)

GENDER EQUALITY

- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders
- Menopause and reproductive health support
- Inclusive job design and advertising
- Gender pay equity analysis and remediation

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Swaab has a formal policy on sustainability. The five pillars of the firm's sustainability initiative are people, community, environment, pro bono and supply chain. Sustainability is regarded as an integral part of our business management practice. We are signatory to the Law Council's Diversity Equality Charter, Charter for the Advancement of Women and ISO 9001 certified.

Our Community

We firmly believe that lawyers don't merely have a duty to the court and to their clients — we also have a duty to behave with the utmost integrity and humanity. This belief runs through everything we do. It's because we believe that actions speak louder than words that we do pro bono work, get involved in charity fundraising, promote social equity causes and do whatever we can to minimise our impact on the environment.

Priorities include:

- Minds Count Foundation
- LifeLine
- Tour de Cure
- Leukaemia Foundation, Odessey House, Red Cross Blood Line and The Salvation Army.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 10% — Employee Volunteering Participation Rate
- Paid Volunteer Leave
- \- — Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- \- — Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- General understanding of modern slavery risk in our operations and supply chain but have not yet undertaken a formal modern slavery risk assessment

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)
- Board and committee roles with community organisations

CORPORATE GIVING

- Fundraising and charity events
- Matched funding for employee donations
- Workplace giving
- Internal appeals and collections
- Charitable foundation or trust

FIRST NATIONS RECONCILIATION

- Pro bono legal or business support for First Nations communities and organisations

Thomsons

Thomsons

Headcount (FTE):	888
Floor Area:	145,001
Number of Offices:	6

About Thomsons:

Thomsons is a major Australian corporate law firm. We are trusted by companies, governments and institutions to protect and advance their commercial and legal interests. We are a full service firm with offices in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, and we provide a full range of corporate legal services to clients across the public and private sectors.

Thomsons takes its responsibilities seriously to the communities in which it operates, to the profession, and to the environment. These commitments are supported by structured programs, clear priorities and measurable outcomes across environmental sustainability, people and culture, governance, and community impact.

As part of the broader Australian business community, Thomsons is committed to acting responsibly, contributing meaningfully and maintaining high standards in the way we work with clients, colleagues and the community.

Thomsons

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Thomsons accepts responsibility for the environmental impact of its operations and manages that impact with purpose and discipline. Our approach focuses on the areas where a professional services firm can make a practical difference, including energy use, waste, paper consumption, transport and procurement.

We design operational practices across the firm to reduce consumption and minimise waste in our day-to-day activities. These practices include electronic correspondence and invoicing, default double-sided printing, recycling, automatic sleep mode for computers and sensor lighting. Our Less Paper Policy has substantially reduced paper use.

We also take environmental performance into account when selecting office locations and new tenancies. All of our offices are in buildings with at least a five-star NABERS rating. Together, these measures support a disciplined and measurable approach to environmental sustainability across the firm.

Our People

Thomsons' people are central to our success. We aim to maintain an environment that is flexible, collegiate and professionally stimulating, and to support our people through every stage of their careers.

At Thomsons, Diversity & Inclusion are matters of practice, not position. They are inseparable from how we staff matters, brief counsel, promote lawyers and support our people. Our approach is supported by structured recruitment, selection and promotion processes, continuing professional development on inclusion and unconscious bias, and flexible working arrangements, including 26 weeks paid parental leave.

We are the Platinum Partner of Diverse Women in Law and a member of both the Australian Network on Disability and Women in Banking and Finance. We have also adopted the Law Council of Australia's Equitable Briefing Policy.

We invest in ongoing training and development across legal and business skills, and we support external study.

Our wellbeing@work program provides practical resources and support to help our people maintain their health, balance and performance.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0.5	0.0%
Scope 2 Electricity *(Location-based)*	439	-
Scope 2 Electricity *(Market-based)*	625	59.9%
Scope 3 Total Emissions	418	40.1%
Total *(Gross – Location-based)** (tCO_2e)	**820**	**Per Person 0.92**
Total *(Gross – Market-based)* (tCO_2e)	**1,043**	**Per Person 1.17**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	85	20.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	333	80.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 100%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use

Total	Per Person
43,609kg	49kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	71%	29%	0%
Legal Staff	37%	63%	0%
Non-Legal Staff	18%	82%	0%
Promoted into Senior Roles	24%	76%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Staff environmental training or awareness
- Green Star certification (fit-out or building)
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Teleconferencing or virtual meeting practices
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Renewable electricity (GreenPower, PPA, or on-site solar)

SUSTAINABLE WASTE MANAGEMENT

- Paperlite office program, follow me printing, green accredited purchase specification
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Flexible working hours or time in lieu (TOIL)
- Fertility or reproductive leave
- Childcare support
- Career breaks or sabbaticals
- Purchased (additional) leave
- Part-time or reduced-hours arrangements
- Remote or hybrid work options
- Phased retirement

STAFF DEVELOPMENT

- Legal project management
- Business development and client relationship skills
- Legal technology and AI capability
- Mentoring programs
- Structured career and competency frameworks
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Leadership and management development
- Secondments (client or in-house)
- Coaching (professional or executive)

GENDER EQUALITY

- Inclusive job design and advertising
- Gender-equitable work allocation (access to career-building work)
- Gender pay equity analysis and remediation
- Transparent promotion and progression criteria
- Promoting equal uptake of parental leave and flexible work across genders

Thomsons

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Thomsons has a structured and measured governance and risk management framework that is central to how we operate. The firm is led by the Chief Executive Partner, who is responsible for the day-to-day leadership, administration and management of the partnership, supported by the Executive Team. The firm's Board Committee is responsible for the broad strategic direction of the firm, and for higher level governance and risk management.

We maintain a suite of policies and practices across the firm covering risk management, business continuity, information security, privacy, modern slavery, supplier management and complaints management. Thomsons is compliant with the Modern Slavery Act 2019 and maintains a Modern Slavery Policy. We also hold ISO 27001 certification for Information Security Management, with security obligations embedded across the firm through our risk management framework, policies and training.

Documented quality standards and firm values guide our people in their day-to-day work.

Our Community

At Thomsons, we believe access to legal advice should not depend on means. Our national pro bono and community program applies the same technical resources, partner-led judgement and outcome focus to approved pro bono matters as we apply to fee-paying work.

We work with community legal centres, referral programs, universities and charitable organisations across our office network to support people and communities who might not otherwise obtain legal assistance.

Our lawyers are encouraged to dedicate up to 100 hours each year to approved pro bono matters and receive financial credit for that time. In FY26, the firm recorded more than 22,000 pro bono hours, being more than 39 hours per lawyer. Pro bono secondments are also embedded in our graduate rotation program.

We continue to support Aboriginal and Torres Strait Islander communities through our Reconciliation Action Plan, procurement from Indigenous businesses, pro bono work and community initiatives, including the Bilya Boorn Scholarship and our annual sponsorship of PCYC Nations of Origins.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 22,269

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Disaster relief and emergency response volunteering
- Board and committee roles with community organisations

CORPORATE GIVING

- Internal appeals and collections
- Workplace giving
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Pro bono legal or business support for First Nations communities and organisations
- First Nations employment pathways (internships, cadetships, graduate roles)
- Cultural capability and learning
- Scholarships and student mentoring
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)

Turks.

Turks

Headcount (FTE):	277
Floor Area:	3,401
Number of Offices:	4

About Turks:

At Turks, corporate responsibility is embedded in our culture and strategy. We are guided by a strong set of values—leadership, boldness, collaboration, accountability, and integrity—which shape how we serve clients and engage with the broader community. We believe that being great at our craft means standing for more than commercial success; it means contributing meaningfully to society.

Our commitments include fostering Diversity & Inclusion, supporting reconciliation with First Nations peoples, and maintaining the highest ethical standards. Through our Innovate Reconciliation Action Plan, we aim to elevate Aboriginal and Torres Strait Islander voices, build cultural competency, and provide pro bono legal services that promote equity and justice.

We prioritise continuous learning, environmental awareness, and community engagement, and we actively support initiatives that reflect these goals. Our collaborative culture encourages open dialogue, mutual respect, and the nurturing of talent across all levels of the firm.

Achievements such as our recognised client-focused approach, national reach, and leadership in legal innovation reflect our dedication to responsible business practices. At Turks, corporate responsibility is not a checkbox—it's a lived commitment to doing what's right, every day.

Turks.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Our firm is deeply committed to environmental sustainability, integrating eco-conscious practices across operations, supply chains, and community engagement. Our top priorities include reducing carbon emissions, enhancing energy efficiency, and promoting circular economy principles.

Emissions Inventory

Emissions Calculation Approach: **AusLSA** | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	0	0.0%
Scope 2 Electricity *(Location-based)*	257	-
Scope 2 Electricity *(Market-based)*	317	83.9%
Scope 3 Total Emissions	61	16.1%
Total *(Gross – Location-based)** (tCO_2e)	**291**	**Per Person 1.05**
Total *(Gross – Market-based)* (tCO_2e)	**379**	**Per Person 1.37**

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	Not reported	Not reported
Capital Goods	Not reported	Not reported
Fuel & Energy-Related Activities	43	70.0%
Waste Generated in Operations	Not reported	Not reported
Business Travel	18	30.0%

*using location-based approach for Scope 3 Category 3 (not shown)

Reported emissions include only the sources AusLSA can measure from member activity-based data and do not necessarily represent a complete or comprehensive accounting of all Scope 3 emissions.

Carbon offsets (tCO_2e) 0

Waste & Resources

Offices with waste facilities:

- Organic Waste 8%
- e-Waste Recycling %
- Paper Recycling 13%
- Commingled Recycling 24%

Paper Use

Total	Per Person
3,031kg	11kg

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Green Star certification (fit-out or building)

CLIMATE ACTION

- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Active transport infrastructure (e.g. end-of-trip facilities, bike storage)
- Teleconferencing or virtual meeting practices

SUSTAINABLE WASTE MANAGEMENT

- Waste audits or composition assessments
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Furniture and fit-out reuse or diversion
- Landfill diversion target or tracking
- Internal waste education or behaviour change campaigns
- IT and electronic equipment reuse, donation, or recycling

Our People

Our firm is deeply committed to cultivating a people-centric culture that champions equity, inclusion, wellbeing, and continuous development. We uphold a formally approved Gender Equality Policy, actively participate in our Diversity & Inclusion Committee, and support International Women's Day initiatives. Our leadership includes a female CEO and women on the board, and we deliver mandatory sexual harassment and unconscious bias training across all levels.

We offer flexible working arrangements that exceed statutory requirements, including remote work, part-time options, carers leave, and dedicated provisions for family and domestic violence leave ensuring our people can thrive professionally and personally.

Our Diversity Policy formally embraces disability, age, ethnicity, religion, and gender identity. We promote inclusive recruitment practices, respect pronoun preferences, and support visibility days and community events that celebrate diversity.

Employee wellbeing is embedded in our culture through a comprehensive Health & Wellbeing Policy, access to an Employee Assistance Program (EAP), Mental Health First Aid (MHFA) training, and active involvement in national wellbeing campaigns.

We invest in staff development through structured internal and external training programs, accredited seminars, and ongoing legal education. These initiatives are designed to empower our people and foster a high-performing, inclusive workplace.

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
12 Weeks	2 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	69%	31%	0%
Legal Staff	30%	70%	0%
Non-Legal Staff	21%	79%	0%
Promoted into Senior Roles	17%	82%	1%

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

FLEXIBLE WORKING

- Phased retirement
- Childcare support
- Remote or hybrid work options
- Career breaks or sabbaticals
- Fertility or reproductive leave
- Flexible working hours or time in lieu (TOIL)
- Part-time or reduced-hours arrangements
- Purchased (additional) leave
- Return-to-work support (e.g. adjusted workload or KPIs after leave)

STAFF DEVELOPMENT

- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Secondments (client or in-house)
- Legal technology and AI capability
- Leadership and management development
- Coaching (professional or executive)
- Business development and client relationship skills

GENDER EQUALITY

- Promoting equal uptake of parental leave and flexible work across genders
- Inclusive job design and advertising
- Gender pay equity analysis and remediation
- Equitable briefing policy (Law Council / CommBar model)
- Transparent promotion and progression criteria
- Gender-equitable work allocation (access to career-building work)
- Bias-reviewed recruitment and promotion
- Employer of Choice for Gender Equality (WGEA citation)

Turks.

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

Turks's is committed to ensuring robust governance programs that uphold integrity, transparency, and accountability, are embedded across all operations. This allows us to ensure continuously adherence with regulatory standards, whilst fostering trust with our clients.

Key priorities for the new financial year, includes strengthening board and wider organisation oversight, enhancing risk management frameworks, promoting ethical conduct and transparency throughout the organisation.

Recent achievements include the successful roll out of monthly newsletters tailored for the Management and Partnership team. This is strategically designed to build a strong risk culture by highlighting emerging risks, sharing key insights from internal audits and compliance reviews, and promoting and introducing best practices in risk management. The initiative has helped improved transparency and reinforced the importance of proactive risk ownership at all levels of leadership.

Our Community

Our firm is deeply committed to driving meaningful social impact through a range of community engagement initiatives. A cornerstone of this commitment is our Reconciliation Action Plan (RAP), which prioritises authentic, values-led partnerships with First Nations communities. Through our ongoing collaboration with Maganda Makers and Reconciliation NSW, we provide pro bono support to empower Indigenous women entrepreneurs, fostering sustainable growth and cultural resilience.

We also champion active employee participation in annual volunteering programs with A Friend's Place formally the National Centre for Childhood Grief (NCCG), where our teams contribute time and expertise to support children navigating bereavement. These efforts reflect our belief in the power of compassion and connection.

In addition, we mobilise firm-wide charity drives aligned with key awareness days and causes ensuring our impact is both timely and relevant. These initiatives are embedded in our culture and reflect our broader purpose: to use our skills and resources to build stronger, more inclusive communities.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- Employee Volunteering Participation Rate: -
- Paid Volunteer Leave
- Paid Volunteer Leave Days Offered: 1

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- Legal Pro Bono Hours: 634

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Innovate

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Not applicable

SUPPLIER STANDARD COVERAGE

- Not applicable

MODERN SLAVERY RISK ASSESSMENT

- Undertaken an internal modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Skills-based (pro skill) volunteering
- Firm-organised volunteering events or days
- Donation drives (blood, food, goods)

CORPORATE GIVING

- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Fundraising and charity events
- Charitable foundation or trust
- Internal appeals and collections

FIRST NATIONS RECONCILIATION

- First Nations procurement and supplier engagement
- First Nations community and organisational partnerships
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- Cultural capability and learning

WOTTON KEARNEY

Wotton Kearney Pty Ltd

Headcount (FTE):	716
Floor Area:	6,207
Number of Offices:	7

About Wotton Kearney Pty Ltd:

Wotton Kearney is a leading insurance and risk law firm committed to creating positive, lasting impact through responsible business practices. Responsible business is embedded in how we operate, make decisions and contribute to the communities in which we work. Guided by a long-term vision, we seek to create sustainable and equitable outcomes for future generations through three strategic pillars: Ethical Leadership and Governance, Advancing Sustainability, and Building Better Futures.

WOTTON KEARNEY

2026 AUSLSA SUSTAINABILITY PROFILE

Our Environment

Wotton Kearney is committed to reducing its environmental impact and advancing sustainability through a structured Environmental Management System (EMS), which is externally certified through the Australian Legal Sector Alliance (AusLSA). Our environmental program focuses on measuring and reducing emissions, improving resource efficiency, strengthening sustainable procurement practices and building a culture of environmental responsibility.

Over the past year, we updated our Environmental Sustainability Policy, strengthened environmental expectations in our Supplier Code of Conduct, joined the UN Global Compact, established formal ESG governance with Board oversight, and completed climate risk assessment work to support future climate-related reporting. We also joined CitySwitch to improve how we measure and manage office energy efficiency and were recognised with a CitySwitch Award for our commitment to workplace sustainability.

Our People

At Wotton Kearney, our commitment to people and culture is central to building a high-performing, inclusive and sustainable firm. Our priorities are to create equitable career opportunities, invest in future-ready capability, support wellbeing and flexibility, and recognise contributions that extend beyond financial performance.

We foster a learn-it-all culture through structured career pathways, mentoring, coaching and more than 100 learning experiences delivered over the past year. Our AI Academy and leadership programs build the technical, digital, commercial and people capabilities needed for the future of legal work.

Our transparent WK Way career framework and Growth Cycle provide clear expectations, continuous feedback and supported progression. Over the past 12 months, 23% of our people were promoted, while 95% of paralegals were offered graduate roles and 98% were retained as qualified lawyers.

Inclusion, flexibility and wellbeing are embedded in everyday practice through hybrid working, generous leave, mental health support and proactive management of psychosocial and vicarious trauma risks.

These programs are delivering tangible outcomes, including turnover below the national legal industry benchmark, gender pay parity at equivalent role levels and employee pride exceeding the legal industry average.

Emissions Inventory

Emissions Calculation Approach: AusLSA | 3rd Party

	tCO_2e	% of total *(Market-based)*
Scope 1	1	0.0%
Scope 2 Electricity *(Location-based)*	235	-
Scope 2 Electricity *(Market-based)*	54	0.9%
Scope 3 Total Emissions	5,888	99.1%
Total *(Gross – Location-based)* (tCO_2e)	**6,124**	**Per Person 8.55**
Total *(Gross – Market-based)* (tCO_2e)	**5,943**	**Per Person 8.30**
Carbon offsets (tCO_2e)	5,943	

Scope 3 Breakdown	tCO_2e	% of Scope 3
Purchased Goods & Services	3,448	58.6%
Capital Goods	567	9.6%
Fuel & Energy-Related Activities	33	0.6%
Upstream Transportation & Distribution	38	0.7%
Waste Generated in Operations	8	0.1%
Business Travel	1,057	17.9%
Employee Commuting	604	10.3%
Upstream Leased Assets	133	2.3%

Waste & Resources

Offices with waste facilities:

- Organic Waste 100%
- e-Waste Recycling 32%
- Paper Recycling 100%
- Commingled Recycling 100%

Paper Use
Total 8,229kg | Per Person 11kg

Flexible Working

- Employer Parental Leave Scheme
- Flexible Working Policy

Employer-funded Parental Leave

Primary	Secondary
26 Weeks	8 Weeks

Staff Development

- Staff Development Policy

Diversity & Inclusion

- Diversity & Inclusion Policy

Staff Gender Profile

	Male	Female	Non-Binary /Other
Partners	56%	44%	0%
Legal Staff	30%	70%	0%
Non-Legal Staff	26%	74%	0%
Promoted into Senior Roles	30%	70%	0%

Environmental Management

- Environmental Policy
- Environmental Targets
- EMS (Certified)

Climate Action

- GHG Reduction Policy
- GHG Reduction Target
- Near-term SBT
- Net Zero SBT
- Climate Action Plan

Employee Wellbeing

- Psychosocial Wellbeing Policy
- Physical Wellbeing Policy

Gender Equality

- Gender Equality Policy
- Gender Equality Target

Activities & Initiatives

ENVIRONMENTAL MANAGEMENT

- Nature-positive or biodiversity initiatives (e.g. native planting, habitat or pollinator support)
- Staff environmental training or awareness
- Stakeholder engagement on environmental or sustainability issues
- CitySwitch signatory
- Environmental materiality or impact assessment
- Green Star certification (fit-out or building)
- Environmental compliance audits or legal register
- Green lease or collaboration with landlord on sustainability

CLIMATE ACTION

- Air travel policy or reduction measures
- Energy auditing and efficiency measures (e.g. efficient lighting and appliances)
- Teleconferencing or virtual meeting practices
- Renewable electricity (GreenPower, PPA, or on-site solar)
- Supplier emissions engagement (e.g. collecting supplier emissions data, encouraging supplier reduction targets)
- Electrification of building services or phasing out natural gas

SUSTAINABLE WASTE MANAGEMENT

- Landfill diversion target or tracking
- Circular economy partnerships or initiatives
- Single-use plastics reduction (e.g. reusable cups, bottles, containers)
- Battery, phone, and cartridge stewardship schemes (e.g. B-cycle, MobileMuster)
- IT and electronic equipment reuse, donation, or recycling
- Internal waste education or behaviour change campaigns
- Surplus food donation or redistribution
- Furniture and fit-out reuse or diversion

Activities & Initiatives

FLEXIBLE WORKING

- Return-to-work support (e.g. adjusted workload or KPIs after leave)
- Remote or hybrid work options
- Part-time or reduced-hours arrangements
- Flexible working hours or time in lieu (TOIL)
- Career breaks or sabbaticals
- Fertility or reproductive leave
- Purchased (additional) leave

STAFF DEVELOPMENT

- Leadership and management development
- Coaching (professional or executive)
- Legal technology and AI capability
- Legal project management
- Structured career and competency frameworks
- Secondments (client or in-house)
- Technical and practical legal skills (e.g. drafting, advocacy, negotiation)
- Business development and client relationship skills
- Mentoring programs

GENDER EQUALITY

- Transparent promotion and progression criteria
- Inclusive job design and advertising
- Promoting equal uptake of parental leave and flexible work across genders
- Gender pay equity analysis and remediation
- Gender-equitable work allocation (access to career-building work)

2026 AUSLSA SUSTAINABILITY PROFILE

Our Governance

WK recognises that our actions today have lasting consequences for future generations. Our commitment to ESG principles reflects our responsibility to operate ethically, sustainably, and with a long-term vision. WK has established an ESG Committee to oversee ESG priorities and initiatives across the firm, supported by policies, frameworks and procedures that promote good corporate governance. WK also has an Audit & Risk Committee (as a sub-committee of the Board) that regularly reports to the Board on new and emerging risks.

WK considers the ethical implications of our procurement activities and seeks to partner with suppliers that uphold the human rights of workers in their operations and supply chains and treat workers with utmost dignity and respect. More specifically, we require our suppliers to comply with our Supplier Code of Conduct.

Our Community

Guided by our Future Generations Strategy, WK's Community Footprint program brings together our pro bono, social impact and responsible business initiatives to create long-term, sustainable and equitable outcomes for future generations.

Over recent years, pro bono at WK has continued to grow - not only in scale, but in the diversity of ways our people contribute. Our pro bono practice spans strategic litigation, individual casework, pro bono clinics, and human rights and systemic law reform, reflecting the different ways we contribute to access to justice. This breadth ensures we are supporting clients both directly and through longer-term structural change. In FY26, our legal team contributed more than 22,500 hours of pro bono assistance.

We work alongside community organisations through volunteering, fundraising, skills-based support and long-term partnerships, while our Reconciliation Action Plan, Diversity & Inclusion initiatives, and modern slavery program strengthen our contribution to a more inclusive and sustainable society.

Sustainability Governance & Reporting

- External Sustainability Reporting
- Promotion of AusLSA Reporting
- Sustainability Strategy Board Oversight
- ESG Included in Executive KPIs

Sustainable Procurement

- Sustainable Procurement Policy
- ISO 20400 Standard
- Modern Slavery Risk Assessment
- Modern Slavery Act Reporting

Community Volunteering

- Community Volunteering — Formal program
- 25% Employee Volunteering Participation Rate
- Paid Volunteer Leave
- 1 Paid Volunteer Leave Days Offered

Legal Pro Bono

- Pro Bono Strategy
- Pro Bono Target Signatory
- 22,894 Legal Pro Bono Hours

Risk Management

- ERM Framework
- Sustainability Risks Included in ERM Framework
- BCP / ERP

Code of Conduct

- Code of Conduct
- Code of Conduct Training
- Complaints & Grievance Mechanism

Corporate Giving

- Formal Giving Program

First Nations Reconciliation

- First Nations Reconciliation Strategy
- Reconciliation Action Plan — Reflect

Activities & Initiatives

EXTERNAL REPORTING TYPES

- Standalone ESG or sustainability report
- WGEA gender equality reporting
- Website disclosure of sustainability strategy, targets, and performance
- UN Global Compact (Communication on Progress)
- Modern Slavery Statement publication

SUPPLIER STANDARD COVERAGE

- Work health and safety
- Engagement with social enterprise or Indigenous suppliers
- Community and social impact
- Ethical business conduct (e.g. anti-bribery, fraud, corruption, anti-competitive conduct)
- Diversity, equity, and inclusion (DEI)
- Data security and confidentiality
- Alignment with UN Global Compact and/or SDGs
- Environmental sustainability and climate impacts
- Modern slavery and human rights

MODERN SLAVERY RISK ASSESSMENT

- Engaged a third party to undertake a modern slavery risk assessment on our operations and supply chain

Activities & Initiatives

COMMUNITY VOLUNTEERING

- Board and committee roles with community organisations
- Donation drives (blood, food, goods)
- Skills-based (pro skill) volunteering
- Mentoring and tutoring programs
- Firm-organised volunteering events or days
- Environmental and conservation volunteering
- Capacity-building for community legal centres

CORPORATE GIVING

- Internal appeals and collections
- Fundraising and charity events
- Community grants program
- Disaster relief and emergency appeals
- Partnerships with charities or community organisations
- In-kind donations (goods, services or facilities)
- Workplace giving
- Matched funding for employee donations

FIRST NATIONS RECONCILIATION

- Reconciliation event participation and hosting (e.g. NAIDOC Week, National Reconciliation Week)
- Pro bono legal or business support for First Nations communities and organisations
- First Nations staff support and cultural safety (e.g. employee networks, cultural leave, anti-racism measures)
- First Nations procurement and supplier engagement
- First Nations community and organisational partnerships
- Cultural capability and learning

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